

DOD-IR-93

- (a) Please list, by department and job position/job title, all actual filled positions at HECO as of 12/31/08.
- (b) Please list, by department and by job position/title all positions that were unfilled as of 12/31/08, for which HECO is requesting cost be included in the 2009 test year.
- (c) For each position listed in response to part b, please provide the following information:
 - (1) anticipated hiring date;
 - (2) anticipated annual salary and benefits;
 - (3) amount of labor cost that HECO has reflected in the 2009 test year by account; and
 - (4) an explanation of whether and why the labor cost that HECO has reflected in the 2009 test year for each position is based on annualized labor cost, pro rated labor cost (e.g., based on the anticipated date of hire through 12/31/09), or some other method.

HECO Response:

- a. Attachment 1 lists, by department, the job positions of all employees on payroll as of 12/31/08. This report reflects the organizational structure in place at the end of 2008 and includes five employees in the Energy Services Department whose labor expenses are recovered through the Demand-side Management (“DSM”) adjustment surcharge and therefore, not included in this rate case proceeding.
- b. Please see Attachment 2. Column A identifies the position titles of the “unfilled” positions, by department. Vacancies are not indicative of the workload requirements. As stated in the response to DOD-IR-99, vacancies do not take into account nonlabor costs, such as for agency temps or unbudgeted overtime, that may be required to complete planned work. Further, to address this employee count shortfall, HECO has proposed an adjustment to decrease 2009 test year average employee count and associated expenses as discussed in the HECO T-15 Rate Case Update.
- c. (1) Please see Attachment 2, Column B which reflects information as of early February 2009.

- (2) Please see Attachment 2, Column C. The bargaining unit entry rate is provided for bargaining unit positions. Merit salaries are generally unique to the circumstances at the time the selection is made, but the current available market rate is provided, if available, since it serves as a guide when making a salary offer. The actual salary may differ from the market rate depending on several factors, such as the candidate's experience and qualifications, the candidate's salary expectations, or the difficulty experienced in recruitment. If a candidate is an internal hire, he or she will generally transfer at their current salary, but a promotion could also include a salary increase. A fully qualified external hire is usually hired at below market rate. Merit salaries are confidential and are provided subject to the Protective Order filed on November 21, 2008 in this proceeding.

The labor expense included in the 2009 test year estimate for each of the position is based on the Standard Labor Rate for the position's Labor Class. These Standard Labor Rates were described in HECO T-11, page 44 to 47, and the rate case standard labor rates were described in HECO's response to CA-IR-239.

Employee benefits are not estimated on a per position basis. However, an estimated benefit cost per employee was provided in HECO T-15 rate case update, Attachment 6, page 6. It is based on total A&G employee benefits and the average number of employees covered for group insurance plans.

- (3) Please see Attachment 2, Column D.
- (4) Please see Attachment 2, Column E.

Hawaiian Electric Company, Inc.
Actual Filled Positions by Department and Position Title as of 12/31/08

DOD-IR-93
DOCKET NO. 2008-0083
ATTACHMENT 1
PAGE 1 OF 32

VP Process Area	Department	Division	RA	Position Title
CORPORATE EXCELLENCE	COMPENSATION AND BENEFITS	COMPENSATION	PFC	COMPENSATION ANALYST
CORPORATE EXCELLENCE	COMPENSATION AND BENEFITS	COMPENSATION	PFC	DIR, COMPENSATION
CORPORATE EXCELLENCE	COMPENSATION AND BENEFITS	EMPL BENEFITS & HLTH SVCS	PFB	EMP BENEFIT SYSTEMS ADMINISTRATOR
CORPORATE EXCELLENCE	COMPENSATION AND BENEFITS	EMPL BENEFITS & HLTH SVCS	PFB	MGR, COMPENSATION & BENEFITS
CORPORATE EXCELLENCE	COMPENSATION AND BENEFITS	EMPL BENEFITS & HLTH SVCS	PFB	BENEFITS ADMINISTRATOR
CORPORATE EXCELLENCE	COMPENSATION AND BENEFITS	EMPL BENEFITS & HLTH SVCS	PFB	BENEFITS ANALYST
CORPORATE EXCELLENCE	COMPENSATION AND BENEFITS	EMPL BENEFITS & HLTH SVCS	PFB	BENEFITS COORDINATOR
CORPORATE EXCELLENCE	COMPENSATION AND BENEFITS	EMPL BENEFITS & HLTH SVCS	PFB	BENEFITS COORDINATOR
CORPORATE EXCELLENCE	COMPENSATION AND BENEFITS	EMPL BENEFITS & HLTH SVCS	PFB	PENSION SPECIALIST
CORPORATE EXCELLENCE	COMPENSATION AND BENEFITS	EMPL BENEFITS & HLTH SVCS	PFB	BENEFITS ANALYST
CORPORATE EXCELLENCE	COMPENSATION AND BENEFITS	EMPL BENEFITS & HLTH SVCS	PFB	EMP BENEFIT SYSTEMS ADMINISTRATOR
CORPORATE EXCELLENCE	INDUSTRIAL RELATIONS	ADMINISTRATION	PPA	INDUSTRIAL RELATIONS ASSISTANT
CORPORATE EXCELLENCE	INDUSTRIAL RELATIONS	ADMINISTRATION	PPA	MGR, INDUSTRIAL RELATIONS
CORPORATE EXCELLENCE	INDUSTRIAL RELATIONS	ADMINISTRATION	PPA	INDUSTRIAL RELATIONS ASSISTANT
CORPORATE EXCELLENCE	INDUSTRIAL RELATIONS	LABOR REL & WAGE ADMIN	PPI	IR CONSULTANT
CORPORATE EXCELLENCE	INDUSTRIAL RELATIONS	LABOR REL & WAGE ADMIN	PPI	IR CONSULTANT
CORPORATE EXCELLENCE	INDUSTRIAL RELATIONS	LABOR REL & WAGE ADMIN	PPI	IR CONSULTANT
CORPORATE EXCELLENCE	INDUSTRIAL RELATIONS	LABOR REL & WAGE ADMIN	PPI	IR CONSULTANT
CORPORATE EXCELLENCE	INDUSTRIAL RELATIONS	LABOR REL & WAGE ADMIN	PPI	DIR, LABOR RELS & WAGE ADMIN
CORPORATE EXCELLENCE	INDUSTRIAL RELATIONS	LABOR REL & WAGE ADMIN	PPI	IR CONSULTANT
CORPORATE EXCELLENCE	INDUSTRIAL RELATIONS	LABOR REL & WAGE ADMIN	PPI	IR GENERALIST
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	ADMINISTRATION	PHA	MGR, SAFETY, SECURITY & FACILITIES
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	ADMINISTRATION	PHA	SECRETARY
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	CORP HEALTH & WELLNESS	PPH	ADMINISTRATOR, CORP HEALTH & WELLNESS
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	CORP HEALTH & WELLNESS	PPH	DIR, CORP HEALTH & WELLNESS
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	CORPORATE SAFETY	PFS	OCC HEALTH & SAFETY SPECIALIST
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	CORPORATE SAFETY	PFS	DIR, CORPORATE SAFETY
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	CORPORATE SAFETY	PFS	CLERK TYPIST III
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	CORPORATE SAFETY	PFS	SAFETY AIDE
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	CORPORATE SAFETY	PFS	SR FIRE EQUIP INS & REPAIRER
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	CORPORATE SAFETY	PFS	LEAD OCC HEALTH & SAFETY SPECIALIST
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	CORPORATE SAFETY	PFS	OCC HEALTH & SAFETY SPECIALIST
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	CORPORATE SAFETY	PFS	PUBLIC SAFETY SPECIALIST
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	CORPORATE SAFETY	PFS	FLEET SAFETY SPECIALIST
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	CORPORATE SAFETY	PFS	OCC HEALTH & SAFETY SPECIALIST
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	CORPORATE SAFETY	PFS	FIRE EQUIP INSPECTOR&RPR
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	FACILITIES OPERATIONS	PFB	CUSTODIAN II
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	FACILITIES OPERATIONS	PFB	CUSTODIAN II
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	FACILITIES OPERATIONS	PFB	SUPV, FACILITIES OPERATIONS
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	FACILITIES OPERATIONS	PFB	SR ELECTRICIAN
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	FACILITIES OPERATIONS	PFB	FACILITY OPERATIONS LEAD MECHANIC
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	FACILITIES OPERATIONS	PFB	CUSTODIAN II
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	FACILITIES OPERATIONS	PFB	CUSTODIAN I
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	FACILITIES OPERATIONS	PFB	SR CARPENTER
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	FACILITIES OPERATIONS	PFB	FACILITIES OPERATIONS MECHANIC
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	FACILITIES OPERATIONS	PFB	FACILITIES OPERATIONS MECHANIC
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	FACILITIES OPERATIONS	PFB	CUSTODIAN I
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	FACILITIES OPERATIONS	PFB	CUSTODIAN I

VP Process Area	Department	Division	RA	Position Title
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	FACILITIES OPERATIONS	PHB	CUSTODIAN I
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	FACILITIES OPERATIONS	PHB	CUSTODIAN I
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	FACILITIES PLANNING	PHF	ADMINISTRATOR
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	FACILITIES PLANNING	PHF	FACILITIES PROJECT MANAGER
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	FACILITIES PLANNING	PHF	FACILITIES PROJECT MANAGER
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	FACILITIES PLANNING	PHF	DIR, FACILITIES OPERATIONS & PLANNING
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	FACILITIES PLANNING	PHF	DRAFT TECHN II
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	FACILITIES PLANNING	PHF	FACILITIES MAINTENANCE ENGR
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	FACILITIES PLANNING	PHF	CLERK TYPIST III
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	FACILITIES PLANNING	PHF	FACILITIES MAINTENANCE ENGR
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	SECURITY	PHS	ADMINISTRATOR
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	SECURITY	PHS	SHIFT SUPV
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	SECURITY	PHS	SECURITY COORDINATOR I
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	SECURITY	PHS	SHIFT SUPV
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	SECURITY	PHS	SECURITY DIRECTOR
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	SECURITY	PHS	SHIFT SUPV
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	SECURITY	PHS	SHIFT SUPV
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	SECURITY	PHS	SHIFT SUPV
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	SECURITY	PHS	SHIFT SUPV
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	WORKERS COMPENSATION	PPW	DIR, WORKERS' COMPENSATION
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	WORKERS COMPENSATION	PPW	WORKERS COMPENSATION ADMINISTRATOR
CORPORATE EXCELLENCE	VP CORPORATE EXCELLENCE	VP CORPORATE EXCELLENCE	P6V	PROJECT DIRECTOR
CORPORATE EXCELLENCE	VP CORPORATE EXCELLENCE	VP CORPORATE EXCELLENCE	P6V	VP CORPORATE EXCELLENCE
CORPORATE EXCELLENCE	VP CORPORATE EXCELLENCE	VP CORPORATE EXCELLENCE	P6V	CE COMPLIANCE ANALYST
CORPORATE EXCELLENCE	VP CORPORATE EXCELLENCE	VP CORPORATE EXCELLENCE	P6V	DIR, CE COMPLIANCE
CORPORATE EXCELLENCE	VP CORPORATE EXCELLENCE	VP CORPORATE EXCELLENCE	P6V	EXECUTIVE SECRETARY
CORPORATE EXCELLENCE	WORKFORCE STAFFING & DEVELOP	ADMINISTRATION	PFA	CONSULTANT, HR INFO SYSTEM
CORPORATE EXCELLENCE	WORKFORCE STAFFING & DEVELOP	ADMINISTRATION	PFA	MGR, WORKFORCE STAFFING & DEV
CORPORATE EXCELLENCE	WORKFORCE STAFFING & DEVELOP	ADMINISTRATION	PFA	HR SYSTEM ANALYST
CORPORATE EXCELLENCE	WORKFORCE STAFFING & DEVELOP	ADMINISTRATION	PFA	SECRETARY
CORPORATE EXCELLENCE	WORKFORCE STAFFING & DEVELOP	CLIENT SERVICES & CONSULTING	PFD	CONSULTANT
CORPORATE EXCELLENCE	WORKFORCE STAFFING & DEVELOP	CLIENT SERVICES & CONSULTING	PFD	CONSULTANT
CORPORATE EXCELLENCE	WORKFORCE STAFFING & DEVELOP	CLIENT SERVICES & CONSULTING	PFD	CONSULTANT
CORPORATE EXCELLENCE	WORKFORCE STAFFING & DEVELOP	CLIENT SERVICES & CONSULTING	PFD	DIR, CLIENT SERVICES & CONSULTING
CORPORATE EXCELLENCE	WORKFORCE STAFFING & DEVELOP	CLIENT SERVICES & CONSULTING	PFD	CONSULTANT
CORPORATE EXCELLENCE	WORKFORCE STAFFING & DEVELOP	CLIENT SERVICES & CONSULTING	PFD	CONSULTANT
CORPORATE EXCELLENCE	WORKFORCE STAFFING & DEVELOP	CLIENT SERVICES & CONSULTING	PFD	HUMAN RESOURCES ASSISTANT
CORPORATE EXCELLENCE	WORKFORCE STAFFING & DEVELOP	CLIENT SERVICES & CONSULTING	PFD	ANALYST
CORPORATE EXCELLENCE	WORKFORCE STAFFING & DEVELOP	CLIENT SERVICES & CONSULTING	PFD	HUMAN RESOURCES ASSISTANT
CORPORATE EXCELLENCE	WORKFORCE STAFFING & DEVELOP	CLIENT SERVICES & CONSULTING	PFD	HUMAN RESOURCES ASSISTANT
CORPORATE EXCELLENCE	WORKFORCE STAFFING & DEVELOP	CLIENT SERVICES & CONSULTING	PFD	CONSULTANT
CORPORATE EXCELLENCE	WORKFORCE STAFFING & DEVELOP	ORGANIZ DEV & CONTIN IMPRVMT	PFI	DIR, ORGANIZATIONAL DEVELOPMENT
CORPORATE EXCELLENCE	WORKFORCE STAFFING & DEVELOP	ORGANIZ DEV & CONTIN IMPRVMT	PFI	CONSULTANT
CORPORATE EXCELLENCE	WORKFORCE STAFFING & DEVELOP	ORGANIZ DEV & CONTIN IMPRVMT	PFI	HUMAN RESOURCES ASSISTANT
CORPORATE RELATIONS	CORPORATE COMMUNICATIONS	CORPORATE COMMUNICATIONS	PQC	VISUAL COMMUNICATIONS CONSLT
CORPORATE RELATIONS	CORPORATE COMMUNICATIONS	CORPORATE COMMUNICATIONS	PQC	VISUAL COMMUNICATIONS CONSLT
CORPORATE RELATIONS	CORPORATE COMMUNICATIONS	CORPORATE COMMUNICATIONS	PQC	CLERK TYPIST III

	VP Process Area	Department	Division	RA	Position Title
	CORPORATE RELATIONS	CORPORATE COMMUNICATIONS	CORPORATE COMMUNICATIONS	PQC	SR COMMUNICATIONS CONSULTANT
	CORPORATE RELATIONS	CORPORATE COMMUNICATIONS	CORPORATE COMMUNICATIONS	PQC	COMMUNICATIONS CONSULTANT
	CORPORATE RELATIONS	CORPORATE COMMUNICATIONS	CORPORATE COMMUNICATIONS	PQC	SR COMMUNICATIONS CONSULTANT
	CORPORATE RELATIONS	CORPORATE COMMUNICATIONS	CORPORATE COMMUNICATIONS	PQC	SR COMMUNICATIONS CONSULTANT
	CORPORATE RELATIONS	CORPORATE COMMUNICATIONS	CORPORATE COMMUNICATIONS	PQC	DIR, CORPORATE COMMUNICATIONS
	CORPORATE RELATIONS	CORPORATE COMMUNICATIONS	CORPORATE COMMUNICATIONS	PQC	CORPORATE LIBRARIAN
	CORPORATE RELATIONS	CORPORATE RELATIONS	VP CORPORATE RELATIONS	P1V	VP CORPORATE RELATIONS
	CORPORATE RELATIONS	CORPORATE RELATIONS	VP CORPORATE RELATIONS	P1V	EXECUTIVE SECRETARY
	CORPORATE RELATIONS	CORPORATE RELATIONS	VP CORPORATE RELATIONS	P1V	SR CORP RELATIONS SPECIALIST
	CUSTOMER SOLUTIONS	CUSTOMER SERVICE	ADMINISTRATION	PCA	MGR, CUSTOMER SERVICE
	CUSTOMER SOLUTIONS	CUSTOMER SERVICE	ADMINISTRATION	PCA	CUSTOMER CARE AND SOLUTIONS ANALYST
	CUSTOMER SOLUTIONS	CUSTOMER SERVICE	ADMINISTRATION	PCA	ADMINISTRATOR
	CUSTOMER SOLUTIONS	CUSTOMER SERVICE	ADMINISTRATION	PCA	SECRETARY
	CUSTOMER SOLUTIONS	CUSTOMER SERVICE	CREDIT	PCD	CREDIT SUPERVISOR
	CUSTOMER SOLUTIONS	CUSTOMER SERVICE	CREDIT	PCD	SR CREDIT ANALYST
	CUSTOMER SOLUTIONS	CUSTOMER SERVICE	CREDIT	PCD	SR CREDIT ANALYST
	CUSTOMER SOLUTIONS	CUSTOMER SERVICE	CREDIT	PCD	CUSTOMER SERVICE ASSISTANT
	CUSTOMER SOLUTIONS	CUSTOMER SERVICE	CREDIT	PCD	SR CREDIT ANALYST
	CUSTOMER SOLUTIONS	CUSTOMER SERVICE	CUST ACCOUNTING & BILLING	PCB	SUPV, CUSTOMER ACCTG&BILLING
	CUSTOMER SOLUTIONS	CUSTOMER SERVICE	CUST ACCOUNTING & BILLING	PCB	BILLING & ACCOUNTING ANALYST
	CUSTOMER SOLUTIONS	CUSTOMER SERVICE	CUST ACCOUNTING & BILLING	PCB	CUSTOMER BILLING REPR
	CUSTOMER SOLUTIONS	CUSTOMER SERVICE	CUST ACCOUNTING & BILLING	PCB	CUSTOMER BILLING REPR
	CUSTOMER SOLUTIONS	CUSTOMER SERVICE	CUST ACCOUNTING & BILLING	PCB	CUSTOMER BILLING REPR
	CUSTOMER SOLUTIONS	CUSTOMER SERVICE	CUST ACCOUNTING & BILLING	PCB	CUSTOMER BILLING REPR
	CUSTOMER SOLUTIONS	CUSTOMER SERVICE	CUST ACCOUNTING & BILLING	PCB	TRANSLATION SYSTEM ADMINISTRATOR
	CUSTOMER SOLUTIONS	CUSTOMER SERVICE	CUSTOMER ACCOUNT SERVICES	PCS	CUSTOMER ACCT SVCS CLK
	CUSTOMER SOLUTIONS	CUSTOMER SERVICE	CUSTOMER ACCOUNT SERVICES	PCS	DIR, CUSTOMER ACCOUNT SERVICES
	CUSTOMER SOLUTIONS	CUSTOMER SERVICE	CUSTOMER ACCOUNT SERVICES	PCS	DIR, CUSTOMER ACCOUNT SERVICES
	CUSTOMER SOLUTIONS	CUSTOMER SERVICE	CUSTOMER ACCOUNT SERVICES	PCS	SYSTEM ADMINISTRATOR
	CUSTOMER SOLUTIONS	CUSTOMER SERVICE	CUSTOMER ACCOUNT SERVICES	PCS	BUSINESS ADMINISTRATOR
	CUSTOMER SOLUTIONS	CUSTOMER SERVICE	CUSTOMER ACCOUNT SERVICES	PCS	CUSTOMER SERVICE ANALYST
	CUSTOMER SOLUTIONS	CUSTOMER SERVICE	CUSTOMER ASSISTANCE CENTER	PCH	CUSTOMER ASSISTANCE REPR
	CUSTOMER SOLUTIONS	CUSTOMER SERVICE	CUSTOMER ASSISTANCE CENTER	PCH	CUSTOMER ASSISTANCE REPR
	CUSTOMER SOLUTIONS	CUSTOMER SERVICE	CUSTOMER ASSISTANCE CENTER	PCH	CUSTOMER ASSISTANCE REPR
	CUSTOMER SOLUTIONS	CUSTOMER SERVICE	CUSTOMER ASSISTANCE CENTER	PCH	CUSTOMER ASSISTANCE REPR
	CUSTOMER SOLUTIONS	CUSTOMER SERVICE	CUSTOMER ASSISTANCE CENTER	PCH	CUSTOMER ASSISTANCE REPR
	CUSTOMER SOLUTIONS	CUSTOMER SERVICE	CUSTOMER ASSISTANCE CENTER	PCH	CUSTOMER ASSISTANCE REPR
	CUSTOMER SOLUTIONS	CUSTOMER SERVICE	CUSTOMER ASSISTANCE CENTER	PCH	CUSTOMER ASSISTANCE REPR
	CUSTOMER SOLUTIONS	CUSTOMER SERVICE	CUSTOMER ASSISTANCE CENTER	PCH	CUSTOMER ASSISTANCE REPR
	CUSTOMER SOLUTIONS	CUSTOMER SERVICE	CUSTOMER ASSISTANCE CENTER	PCH	LEAD CUST ASSISTANCE REPR
	CUSTOMER SOLUTIONS	CUSTOMER SERVICE	CUSTOMER ASSISTANCE CENTER	PCH	CUSTOMER ASSISTANCE REPR
	CUSTOMER SOLUTIONS	CUSTOMER SERVICE	CUSTOMER ASSISTANCE CENTER	PCH	CUSTOMER ASSISTANCE REPR
	CUSTOMER SOLUTIONS	CUSTOMER SERVICE	CUSTOMER ASSISTANCE CENTER	PCH	CUSTOMER ASSISTANCE REPR
	CUSTOMER SOLUTIONS	CUSTOMER SERVICE	CUSTOMER ASSISTANCE CENTER	PCH	CUSTOMER ASSISTANCE REPR
	CUSTOMER SOLUTIONS	CUSTOMER SERVICE	CUSTOMER ASSISTANCE CENTER	PCH	CUSTOMER ASSISTANCE REPR
	CUSTOMER SOLUTIONS	CUSTOMER SERVICE	CUSTOMER ASSISTANCE CENTER	PCH	CUSTOMER ASSISTANCE REPR
	CUSTOMER SOLUTIONS	CUSTOMER SERVICE	CUSTOMER ASSISTANCE CENTER	PCH	LEAD CUST ASSISTANCE REPR
	CUSTOMER SOLUTIONS	CUSTOMER SERVICE	CUSTOMER ASSISTANCE CENTER	PCH	CUSTOMER ASSISTANCE REPR

[illegible]

[illegible]

Hawaiian Electric Company, Inc.
Actual Filled Positions by Department and Position Title as of 12/31/08

VP Process Area	Department	Division	RA	Position Title
CUSTOMER SOLUTIONS	CUSTOMER SERVICE	PAYMT PROCESS & SUPPORT CTR	PCP	CASHIER
CUSTOMER SOLUTIONS	CUSTOMER SERVICE	PAYMT PROCESS & SUPPORT CTR	PCP	CASHIER
CUSTOMER SOLUTIONS	CUSTOMER SERVICE	PAYMT PROCESS & SUPPORT CTR	PCP	ACCOUNT SERVICES CLERK II
CUSTOMER SOLUTIONS	CUSTOMER SERVICE	PAYMT PROCESS & SUPPORT CTR	PCP	ACCOUNT SERVICES CLERK II
CUSTOMER SOLUTIONS	CUSTOMER SERVICE	PAYMT PROCESS & SUPPORT CTR	PCP	ACCOUNT SERVICES CLERK II
CUSTOMER SOLUTIONS	CUSTOMER SERVICE	PAYMT PROCESS & SUPPORT CTR	PCP	ACCOUNT SERVICES CLERK I
CUSTOMER SOLUTIONS	CUSTOMER SERVICE	PAYMT PROCESS & SUPPORT CTR	PCP	ACCOUNT SERVICES CLERK I
CUSTOMER SOLUTIONS	CUSTOMER SERVICE	PAYMT PROCESS & SUPPORT CTR	PCP	ACCOUNT SERVICES CLERK I
CUSTOMER SOLUTIONS	CUSTOMER TECH APPLICATIONS	CUSTOMER TECH APPLICATIONS	PSR	SR TECH SVCS ENGINEER
CUSTOMER SOLUTIONS	CUSTOMER TECH APPLICATIONS	CUSTOMER TECH APPLICATIONS	PSR	SR TECH SVCS ENGINEER
CUSTOMER SOLUTIONS	CUSTOMER TECH APPLICATIONS	CUSTOMER TECH APPLICATIONS	PSR	SR TECH SVCS ENGINEER
CUSTOMER SOLUTIONS	CUSTOMER TECH APPLICATIONS	CUSTOMER TECH APPLICATIONS	PSR	SR TECH SVCS ENGINEER
CUSTOMER SOLUTIONS	CUSTOMER TECH APPLICATIONS	CUSTOMER TECH APPLICATIONS	PSR	CUSTOMER TECH APPLICATIONS COORD
CUSTOMER SOLUTIONS	CUSTOMER TECH APPLICATIONS	CUSTOMER TECH APPLICATIONS	PSR	SR TECH SVCS ENGINEER
CUSTOMER SOLUTIONS	CUSTOMER TECH APPLICATIONS	CUSTOMER TECH APPLICATIONS	PSR	SR TECH SVCS ENGINEER
CUSTOMER SOLUTIONS	CUSTOMER TECH APPLICATIONS	CUSTOMER TECH APPLICATIONS	PSR	CLERK TYPIST III
CUSTOMER SOLUTIONS	CUSTOMER TECH APPLICATIONS	CUSTOMER TECH APPLICATIONS	PSR	DIR, CUST TECH APPLICATIONS
CUSTOMER SOLUTIONS	ENERGY SERVICES	ADMINISTRATION	PSA	MGR, ENERGY SERVICES
CUSTOMER SOLUTIONS	ENERGY SERVICES	ADMINISTRATION	PSA	SECRETARY
CUSTOMER SOLUTIONS	ENERGY SERVICES	CUSTOMER EFFICIENCY PROGRAM	PSD	CUSTOMER EFFICIENCY ANALYST
CUSTOMER SOLUTIONS	ENERGY SERVICES	CUSTOMER EFFICIENCY PROGRAM	PSD	CUSTOMER EFFICIENCY ANALYST
CUSTOMER SOLUTIONS	ENERGY SERVICES	CUSTOMER EFFICIENCY PROGRAM	PSD	ENERGY EFFICIENCY PROGRAM MGR
CUSTOMER SOLUTIONS	ENERGY SERVICES	CUSTOMER EFFICIENCY PROGRAM	PSD	DIR, CUST EFFICIENCY PRGMS
CUSTOMER SOLUTIONS	ENERGY SERVICES	CUSTOMER EFFICIENCY PROGRAM	PSD	ENERGY EFFICIENCY PROGRAM MGR
CUSTOMER SOLUTIONS	ENERGY SERVICES	CUSTOMER EFFICIENCY PROGRAM	PSD	ENERGY EFFICIENCY PROGRAM MGR
CUSTOMER SOLUTIONS	ENERGY SERVICES	CUSTOMER EFFICIENCY PROGRAM	PSD	CLERK TYPIST III
CUSTOMER SOLUTIONS	ENERGY SERVICES	CUSTOMER EFFICIENCY PROGRAM	PSD	ENERGY EFFICIENCY PROGRAM MGR
CUSTOMER SOLUTIONS	ENERGY SERVICES	CUSTOMER EFFICIENCY PROGRAM	PSD	PROGRAM ENGINEER
CUSTOMER SOLUTIONS	ENERGY SERVICES	PRICING	PSP	DIR, PRICING
CUSTOMER SOLUTIONS	ENERGY SERVICES	PRICING	PSP	SENIOR RATE ANALYST
CUSTOMER SOLUTIONS	ENERGY SERVICES	PRICING	PSP	RATE ANALYST
CUSTOMER SOLUTIONS	ENERGY SERVICES	PRICING	PSP	RATE ANALYST
CUSTOMER SOLUTIONS	ENERGY SERVICES	PRICING	PSP	RATE ANALYST
CUSTOMER SOLUTIONS	FORECASTS & RESEARCH	FORECASTS & RESEARCH	PSM	CUSTOMER EFFICIENCY ANALYST
CUSTOMER SOLUTIONS	FORECASTS & RESEARCH	FORECASTS & RESEARCH	PSM	SR PLANNING ANALYST
CUSTOMER SOLUTIONS	FORECASTS & RESEARCH	FORECASTS & RESEARCH	PSM	PLANNING ANALYST
CUSTOMER SOLUTIONS	FORECASTS & RESEARCH	FORECASTS & RESEARCH	PSM	RESEARCH ANALYST
CUSTOMER SOLUTIONS	FORECASTS & RESEARCH	FORECASTS & RESEARCH	PSM	CUSTOMER EFFICIENCY ANALYST
CUSTOMER SOLUTIONS	FORECASTS & RESEARCH	FORECASTS & RESEARCH	PSM	DIR, FORECASTS & RESEARCH
CUSTOMER SOLUTIONS	FORECASTS & RESEARCH	FORECASTS & RESEARCH	PSM	RESEARCH ANALYST
CUSTOMER SOLUTIONS	FORECASTS & RESEARCH	FORECASTS & RESEARCH	PSM	RESEARCH ANALYST
CUSTOMER SOLUTIONS	FORECASTS & RESEARCH	FORECASTS & RESEARCH	PSM	PLANNING ANALYST
CUSTOMER SOLUTIONS	FORECASTS & RESEARCH	FORECASTS & RESEARCH	PSM	PLANNING ANALYST
CUSTOMER SOLUTIONS	MARKETING SERVICES	MARKETING SERVICES	PSN	ACCOUNT MANAGER
CUSTOMER SOLUTIONS	MARKETING SERVICES	MARKETING SERVICES	PSN	ACCOUNT MANAGER
CUSTOMER SOLUTIONS	MARKETING SERVICES	MARKETING SERVICES	PSN	ACCOUNT MANAGER

[illegible]

[illegible]

Hawaiian Electric Company, Inc.
Actual Filled Positions by Department and Position Title as of 12/31/08

DOD-IR-93
DOCKET NO. 2008-0083
ATTACHMENT 1
PAGE 9 OF 32

VP Process Area	Department	Division	RA	Position Title
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	FIELD OPERATION	PDP	PRIMARY TROUBLEMAN THFTR
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	FIELD OPERATION	PDP	PRIMARY TROUBLEMAN THFTR
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	FIELD OPERATION	PDP	PRIMARY TROUBLEMAN THFTR
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	FIELD OPERATION	PDP	TROUBLEMAN 1ST YR
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	FIELD OPERATION	PDP	TROUBLEMAN 1ST YR
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	FIELD OPERATION	PDP	TROUBLEMAN 1ST YR
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	FIELD OPERATION	PDP	TROUBLEMAN 1ST YR
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	FIELD OPERATION	PDP	APPRENTICE TROUBLEMAN 3
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	FIELD OPERATION	PDP	APPRENTICE TROUBLEMAN 3
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	FIELD OPERATION	PDP	APPRENTICE TROUBLEMAN 3
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	OPERATIONS	PDS	SUPERVISOR
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	OPERATIONS	PDS	SUPERVISOR
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	OPERATIONS	PDS	SUPERVISOR
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	OPERATIONS	PDS	SUPERVISOR
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	OPERATIONS	PDS	SR SUPV
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	OPERATIONS	PDS	SUPERINTENDENT
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	OPERATIONS	PDS	SUPERVISOR
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	OPERATIONS	PDS	SUPERVISOR
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	OPERATIONS	PDS	SUPERVISOR
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	OPERATIONS	PDS	SUPERVISOR
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	OPERATIONS	PDS	SR SUPV
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	OPERATIONS	PDS	SUPERVISOR
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	PLANNING	PDP	JOINT POLE COORDINATOR
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	PLANNING	PDP	T&D INSPECTOR THEREAFTER
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	PLANNING	PDP	CONSTRUCTION INSPECTOR THFTR
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	PLANNING	PDP	CONSTRUCTION INSPECTOR THFTR
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	PLANNING	PDP	T&D INSPECTOR THEREAFTER
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	PLANNING	PDP	CONSTRUCTION INSPECTOR THFTR
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	PLANNING	PDP	RESOURCE PLANNER
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	PLANNING	PDP	T&D INSPECTOR THEREAFTER
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	PLANNING	PDP	JOINT POLE AIDE
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	PLANNING	PDP	T&D INSPECTOR THEREAFTER
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	PLANNING	PDP	RESOURCE PLANNER
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	PLANNING	PDP	SUPT, PLANNING
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	PLANNING	PDP	RESOURCE PLANNER
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	PLANNING	PDP	T&D MAINTENANCE ENGINEER
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	PLANNING	PDP	PLANNING/PROJECT COORDINATOR
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	PLANNING	PDP	RESOURCE PLANNER
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	PLANNING	PDP	T&D INSPECTOR THEREAFTER
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	PLANNING	PDP	T&D MAINTENANCE ENGINEER
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	PLANNING	PDP	SUPV, SENIOR
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	PLANNING	PDP	SR T&D MAINTENANCE ENGINEER
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	PLANNING	PDP	RESOURCE PLANNER
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	PLANNING	PDP	SR CONSTRUCTION MANAGER
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	PLANNING	PDP	PLANNING ADMINISTRATOR
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	TRAINING SECTION	PDD	SENIOR HELPER
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	TRAINING SECTION	PDD	SENIOR HELPER
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	TRAINING SECTION	PDD	SENIOR HELPER

*Employees covered by DSM surcharge need to be removed!

Hawaiian Electric Company, Inc.

DOD-IR-93
DOCKET NO. 2008-0083
ATTACHMENT 1
PAGE 10 OF 32

VP Process Area	Department	Division	RA	Position Title
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	TRAINING SECTION	PDD	SENIOR HELPER
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	TRAINING SECTION	PDD	SENIOR HELPER
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	TRAINING SECTION	PDD	SENIOR HELPER
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	TRAINING SECTION	PDD	SENIOR HELPER
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	TRAINING SECTION	PDD	SUPV
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	TRAINING SECTION	PDD	SENIOR HELPER
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	TRAINING SECTION	PDD	SENIOR HELPER
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	TRAINING SECTION	PDD	SENIOR HELPER
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	UNDERGROUND	PDU	SENIOR HELPER
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	UNDERGROUND	PDU	WORKING FOREMAN
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	UNDERGROUND	PDU	UTILITY ASST
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	UNDERGROUND	PDU	LEAD UTILITY MECHANIC
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	UNDERGROUND	PDU	WORKING FOREMAN
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	UNDERGROUND	PDU	LEAD CABLE SPLICER
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	UNDERGROUND	PDU	WORKING FOREMAN
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	UNDERGROUND	PDU	UTILITY ASST
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	UNDERGROUND	PDU	WORKING FOREMAN
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	UNDERGROUND	PDU	LEAD CABLE SPLICER
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	UNDERGROUND	PDU	WORKING FOREMAN
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	UNDERGROUND	PDU	SR CABLE SPLICER
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	UNDERGROUND	PDU	SR CABLE SPLICER
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	UNDERGROUND	PDU	SR CABLE SPLICER
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	UNDERGROUND	PDU	SR CABLE SPLICER
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	UNDERGROUND	PDU	SR CABLE SPLICER
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	UNDERGROUND	PDU	UTILITY ASST
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	UNDERGROUND	PDU	SR CABLE SPLICER
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	UNDERGROUND	PDU	CABLE SPICER
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	UNDERGROUND	PDU	UTILITY ASST
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	UNDERGROUND	PDU	LEAD CABLE SPLICER
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	UNDERGROUND	PDU	CABLE SPICER
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	UNDERGROUND	PDU	CABLE SPICER
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	UNDERGROUND	PDU	CABLE SPICER
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	UNDERGROUND	PDU	CABLE SPICER
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	VEGETATION MANAGEMENT	PDV	SYSTEM ARBORIST
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	VEGETATION MANAGEMENT	PDV	DIR. VEGETATION MANAGEMENT
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	VEGETATION MANAGEMENT	PDV	SYSTEM ARBORIST
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	WEST OVERHEAD	PDJ	WORKING FOREMAN
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	WEST OVERHEAD	PDJ	TRUCK DRIVER II
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	WEST OVERHEAD	PDJ	WORKING FOREMAN
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	WEST OVERHEAD	PDJ	AERIAL LINEMAN
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	WEST OVERHEAD	PDJ	WORKING FOREMAN
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	WEST OVERHEAD	PDJ	WORKING FOREMAN
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	WEST OVERHEAD	PDJ	WORKING FOREMAN
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	WEST OVERHEAD	PDJ	WORKING FOREMAN
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	WEST OVERHEAD	PDJ	AERIAL LINEMAN
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	WEST OVERHEAD	PDU	WORKING FOREMAN

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VP Process Area		Department	Division	RA	Position Title	
ENERGY DELIVERY	CUSTOMER INSTALLATION	ENGINEERING & METER	ENGINEERING & METER	PWX	DIR, ADVANCED METER INFRASTRUCTURE	
ENERGY DELIVERY	CUSTOMER INSTALLATION		ENGINEERING & METER	PWX	SR METER ELECTRICIAN 3	
ENERGY DELIVERY	CUSTOMER INSTALLATION		ENGINEERING & METER	PWX	SR METER ELECTRICIAN THFTR	
ENERGY DELIVERY	CUSTOMER INSTALLATION		ENGINEERING & METER	PWX	SR METER ELECTRICIAN THFTR	
ENERGY DELIVERY	CUSTOMER INSTALLATION		ENGINEERING & METER	PWX	SR METER ELECTRICIAN 3	
ENERGY DELIVERY	CUSTOMER INSTALLATION		ENGINEERING & METER	PWX	AMI PROJECT MANAGER	
ENERGY DELIVERY	CUSTOMER INSTALLATION		ENGINEERING & METER	PWX	METER ENGINEER	
ENERGY DELIVERY	CUSTOMER INSTALLATION		ENGINEERING & METER	PWX	METER ENGINEER	
ENERGY DELIVERY	CUSTOMER INSTALLATION		PLANNING & DESIGN	PWP	CUSTOMER ENGINEER	
ENERGY DELIVERY	CUSTOMER INSTALLATION		PLANNING & DESIGN	PWP	CUSTOMER DESIGNER	
ENERGY DELIVERY	CUSTOMER INSTALLATION		PLANNING & DESIGN	PWP	SUPV. PLANNING & DESIGN	
ENERGY DELIVERY	CUSTOMER INSTALLATION		PLANNING & DESIGN	PWP	CUSTOMER ENGINEER	
ENERGY DELIVERY	CUSTOMER INSTALLATION		PLANNING & DESIGN	PWP	CUSTOMER PLANNER	
ENERGY DELIVERY	CUSTOMER INSTALLATION		PLANNING & DESIGN	PWP	DESIGN PLANNER	
ENERGY DELIVERY	CUSTOMER INSTALLATION		PLANNING & DESIGN	PWP	DESIGN PLANNER	
ENERGY DELIVERY	CUSTOMER INSTALLATION		PLANNING & DESIGN	PWP	CUSTOMER ENGINEER	
ENERGY DELIVERY	CUSTOMER INSTALLATION		PLANNING & DESIGN	PWP	CUSTOMER PLANNER	
ENERGY DELIVERY	CUSTOMER INSTALLATION		PLANNING & DESIGN	PWP	DIR, PLANNING & DESIGN	
ENERGY DELIVERY	CUSTOMER INSTALLATION		PLANNING & DESIGN	PWP	CUSTOMER PLANNER	
ENERGY DELIVERY	CUSTOMER INSTALLATION		PLANNING & DESIGN	PWP	JR CUSTOMER PLANNER	
ENERGY DELIVERY	CUSTOMER INSTALLATION		PLANNING & DESIGN	PWP	JR CUSTOMER PLANNER	
ENERGY DELIVERY	CUSTOMER INSTALLATION		PLANNING & DESIGN	PWP	JR CUSTOMER PLANNER	
ENERGY DELIVERY	CUSTOMER INSTALLATION		PLANNING & DESIGN	PWP	JR CUSTOMER PLANNER	
ENERGY DELIVERY	CUSTOMER INSTALLATION		PLANNING & DESIGN	PWP	JUNIOR DRAFTER	
ENERGY DELIVERY	CUSTOMER INSTALLATION		PLANNING & DESIGN	PWP	JR CUSTOMER PLANNER	
ENERGY DELIVERY	CUSTOMER INSTALLATION		PLANNING & DESIGN	PWP	EF TECHNICAL RESEARCHER	
ENERGY DELIVERY	CUSTOMER INSTALLATION		PLANNING & DESIGN	PWP	EF TECHNICAL RESEARCHER	
ENERGY DELIVERY	ENGINEERING		ADMINISTRATION	ADMINISTRATION	PBA	MGR, ENGRG, ENERGY DELIVERY
ENERGY DELIVERY	ENGINEERING		ADMINISTRATION	ADMINISTRATION	PBA	ADMINISTRATOR
ENERGY DELIVERY	ENGINEERING		ADMINISTRATION	ADMINISTRATION	PBA	SECRETARY
ENERGY DELIVERY	ENGINEERING		ADMINISTRATION	ADMINISTRATION	PBA	DRAWING CONTROL CLERK
ENERGY DELIVERY	ENGINEERING		ADMINISTRATION	ADMINISTRATION	PBA	CLERK TYPIST III
ENERGY DELIVERY	ENGINEERING	ADMINISTRATION	ADMINISTRATION	PBA	CLERK TYPIST III	
ENERGY DELIVERY	ENGINEERING	DISTRIBUTION PLANNING	DISTRIBUTION PLANNING	PBS	PRIN DISTR PLNG ENGINEER	
ENERGY DELIVERY	ENGINEERING	DISTRIBUTION PLANNING	DISTRIBUTION PLANNING	PBS	LEAD DISTR PLNG ENGINEER	
ENERGY DELIVERY	ENGINEERING	DISTRIBUTION PLANNING	DISTRIBUTION PLANNING	PBS	DESIGNER III - DISTRIBUTION PLANNING	
ENERGY DELIVERY	ENGINEERING	DISTRIBUTION PLANNING	DISTRIBUTION PLANNING	PBS	DESIGNER II - DISTRIBUTION PLANNING	
ENERGY DELIVERY	ENGINEERING	DISTRIBUTION PLANNING	DISTRIBUTION PLANNING	PBS	DISTRIBUTION PLNG ENGR	
ENERGY DELIVERY	ENGINEERING	DISTRIBUTION PLANNING	DISTRIBUTION PLANNING	PBS	DESIGNER II - DISTRIBUTION PLANNING	
ENERGY DELIVERY	ENGINEERING	DISTRIBUTION PLANNING	DISTRIBUTION PLANNING	PBS	PROJECT AIDE	
ENERGY DELIVERY	ENGINEERING	PROJECT MANAGEMENT	PROJECT MANAGEMENT	PBP	PROJECT ANALYST	
ENERGY DELIVERY	ENGINEERING	PROJECT MANAGEMENT	PROJECT MANAGEMENT	PBP	DIR, PROJECT MANAGEMENT	
ENERGY DELIVERY	ENGINEERING	PROJECT MANAGEMENT	PROJECT MANAGEMENT	PBP	PROJECT MANAGER	
ENERGY DELIVERY	ENGINEERING	PROJECT MANAGEMENT	PROJECT MANAGEMENT	PBP	PROJECT ADMINISTRATOR	
ENERGY DELIVERY	ENGINEERING	PROJECT MANAGEMENT	PROJECT MANAGEMENT	PBP	PROJECT MANAGER	

Hawaiian Electric Company, Inc.

DOD-IR-93
DOCKET NO. 2008-0083
ATTACHMENT 1
PAGE 13 OF 32

	VP Process Area	Department	Division	RA	Position Title
	ENERGY DELIVERY	ENGINEERING	STRUCTURAL	PBT	PRIN ENGINEER
	ENERGY DELIVERY	ENGINEERING	STRUCTURAL	PBT	SURVEY ROD HELPER
	ENERGY DELIVERY	ENGINEERING	STRUCTURAL	PBT	TRANSIT TECHNICIAN
	ENERGY DELIVERY	ENGINEERING	STRUCTURAL	PBT	LAND SURVEYOR
	ENERGY DELIVERY	ENGINEERING	STRUCTURAL	PBT	LAND SURVEYOR
	ENERGY DELIVERY	ENGINEERING	STRUCTURAL	PBT	DRAFT TECHN II
	ENERGY DELIVERY	ENGINEERING	STRUCTURAL	PBT	SR LAND SURVEYOR
	ENERGY DELIVERY	ENGINEERING	STRUCTURAL	PBT	LEAD ENGINEER
	ENERGY DELIVERY	ENGINEERING	STRUCTURAL	PBT	ENGINEER II
	ENERGY DELIVERY	ENGINEERING	STRUCTURAL	PBT	ENGINEER II
	ENERGY DELIVERY	ENGINEERING	STRUCTURAL	PBT	DRAFT TECHN II
	ENERGY DELIVERY	ENGINEERING	STRUCTURAL	PBT	LEAD ENGINEER
	ENERGY DELIVERY	ENGINEERING	STRUCTURAL	PBT	LEAD LAND SURVEYOR
	ENERGY DELIVERY	ENGINEERING	STRUCTURAL	PBT	ENGINEER II
	ENERGY DELIVERY	ENGINEERING	STRUCTURAL	PBT	ENGINEER II
	ENERGY DELIVERY	ENGINEERING	STRUCTURAL	PBT	PROJECT CLERK
	ENERGY DELIVERY	ENGINEERING	SUBST ,PROTECTION&TELECOM	PBY	DESIGN DRAFT & PROTECTION TECHN
	ENERGY DELIVERY	ENGINEERING	SUBST ,PROTECTION&TELECOM	PBY	PRIN SUBST & PROTECTION ENGR
	ENERGY DELIVERY	ENGINEERING	SUBST ,PROTECTION&TELECOM	PBY	SR TELECOMMUNICATIONS ENGR
	ENERGY DELIVERY	ENGINEERING	SUBST ,PROTECTION&TELECOM	PBY	ENGINEER II
	ENERGY DELIVERY	ENGINEERING	SUBST ,PROTECTION&TELECOM	PBY	DRAFT TECHN II
	ENERGY DELIVERY	ENGINEERING	SUBST ,PROTECTION&TELECOM	PBY	LEAD ENGINEER
	ENERGY DELIVERY	ENGINEERING	SUBST ,PROTECTION&TELECOM	PBY	LEAD ENGINEER
	ENERGY DELIVERY	ENGINEERING	SUBST ,PROTECTION&TELECOM	PBY	LEAD PROTECTION ENGINEER
	ENERGY DELIVERY	ENGINEERING	SUBST ,PROTECTION&TELECOM	PBY	PROTECTION ENGINEER
	ENERGY DELIVERY	ENGINEERING	SUBST ,PROTECTION&TELECOM	PBY	ENGINEER II
	ENERGY DELIVERY	ENGINEERING	SUBST ,PROTECTION&TELECOM	PBY	DESIGNER II
	ENERGY DELIVERY	ENGINEERING	SUBST ,PROTECTION&TELECOM	PBY	ENGINEER II
	ENERGY DELIVERY	ENGINEERING	SUBST ,PROTECTION&TELECOM	PBY	ENGINEER II
	ENERGY DELIVERY	ENGINEERING	SUBST ,PROTECTION&TELECOM	PBY	DESIGNER II
	ENERGY DELIVERY	ENGINEERING	SUBST ,PROTECTION&TELECOM	PBY	DESIGNER II
	ENERGY DELIVERY	ENGINEERING	SUBST ,PROTECTION&TELECOM	PBY	DESIGNER II
	ENERGY DELIVERY	ENGINEERING	SUBST ,PROTECTION&TELECOM	PBY	DESIGNER II
	ENERGY DELIVERY	ENGINEERING	SUBST ,PROTECTION&TELECOM	PBY	DESIGNER II
	ENERGY DELIVERY	ENGINEERING	SUBST ,PROTECTION&TELECOM	PBY	DESIGNER II
	ENERGY DELIVERY	ENGINEERING	SUBST ,PROTECTION&TELECOM	PBY	DESIGNER II
	ENERGY DELIVERY	ENGINEERING	SUBST ,PROTECTION&TELECOM	PBY	DESIGNER II
	ENERGY DELIVERY	ENGINEERING	T&D ENGINEERING	PBE	PROJECT CLERK
	ENERGY DELIVERY	ENGINEERING	T&D ENGINEERING	PBE	DRAFT TECHN III
	ENERGY DELIVERY	ENGINEERING	T&D ENGINEERING	PBE	PROJECT CLERK
	ENERGY DELIVERY	ENGINEERING	T&D ENGINEERING	PBE	ENGINEER II
	ENERGY DELIVERY	ENGINEERING	T&D ENGINEERING	PBE	ENGINEER II
	ENERGY DELIVERY	ENGINEERING	T&D ENGINEERING	PBE	DRAFT TECHN II
	ENERGY DELIVERY	ENGINEERING	T&D ENGINEERING	PBE	LEAD ENGINEER
	ENERGY DELIVERY	ENGINEERING	T&D ENGINEERING	PBE	ENGINEER II
	ENERGY DELIVERY	ENGINEERING	T&D ENGINEERING	PBE	ENGINEER II
	ENERGY DELIVERY	ENGINEERING	T&D ENGINEERING	PBE	PRIN ENGINEER
	ENERGY DELIVERY	ENGINEERING	T&D ENGINEERING	PBE	LEAD ENGINEER
	ENERGY DELIVERY	ENGINEERING	T&D ENGINEERING	PBE	DESIGNER II
	ENERGY DELIVERY	ENGINEERING	T&D ENGINEERING	PBE	ENGINEER II

VP Process Area	Department	Division	RA	Position Title
ENERGY DELIVERY	ENGINEERING	T&D ENGINEERING	PBE	DESIGNER II
ENERGY DELIVERY	ENGINEERING	T&D ENGINEERING	PBE	DESIGNER II
ENERGY DELIVERY	ENGINEERING	T&D ENGINEERING	PBE	DESIGNER II
ENERGY DELIVERY	ENGINEERING	T&D ENGINEERING	PBE	DESIGNER II
ENERGY DELIVERY	ENGINEERING	T&D ENGINEERING	PBE	PROJECT AIDE
ENERGY DELIVERY	ENGINEERING	T&D TECHNICAL SERVICES	PBZ	LEAD TECHNICAL SVCS ENGINEER
ENERGY DELIVERY	ENGINEERING	T&D TECHNICAL SERVICES	PBZ	TECHNICAL SERVICES ENGINEER
ENERGY DELIVERY	ENGINEERING	T&D TECHNICAL SERVICES	PBZ	STANDARDS CLERK
ENERGY DELIVERY	ENGINEERING	T&D TECHNICAL SERVICES	PBZ	LEAD TECHNICAL SVCS ENGINEER
ENERGY DELIVERY	ENGINEERING	T&D TECHNICAL SERVICES	PBZ	LEAD TECHNICAL SVCS ENGINEER
ENERGY DELIVERY	ENGINEERING	T&D TECHNICAL SERVICES	PBZ	PRIN TECHNICAL SVCS ENGINEER
ENERGY DELIVERY	ENGINEERING	T&D TECHNICAL SERVICES	PBZ	TECHNICAL SERVICES ENGINEER
ENERGY DELIVERY	SUPPORT SERVICES	ADMINISTRATION	PVA	AUTOMOTIVE ENGINEER
ENERGY DELIVERY	SUPPORT SERVICES	ADMINISTRATION	PVA	SYSTEMS ADMINISTRATOR
ENERGY DELIVERY	SUPPORT SERVICES	ADMINISTRATION	PVA	LEAD FUNCTIONAL ADMINISTRATOR
ENERGY DELIVERY	SUPPORT SERVICES	ADMINISTRATION	PVA	MGR, SUPPORT SERVICES
ENERGY DELIVERY	SUPPORT SERVICES	ADMINISTRATION	PVA	SECRETARY
ENERGY DELIVERY	SUPPORT SERVICES	ELECTRICAL & WELDING SERVICES	PVL	SUPV, ELECTRICAL & WELDING SERVICES
ENERGY DELIVERY	SUPPORT SERVICES	ELECTRICAL & WELDING SERVICES	PVL	SR ELECTRICIAN
ENERGY DELIVERY	SUPPORT SERVICES	ELECTRICAL & WELDING SERVICES	PVL	CERTIFIED WELDER/MACHINIST
ENERGY DELIVERY	SUPPORT SERVICES	ELECTRICAL & WELDING SERVICES	PVL	UTILITY ASSISTANT
ENERGY DELIVERY	SUPPORT SERVICES	ELECTRICAL & WELDING SERVICES	PVL	SR ELECTRICIAN
ENERGY DELIVERY	SUPPORT SERVICES	ELECTRICAL & WELDING SERVICES	PVL	UTILITY MECHANIC
ENERGY DELIVERY	SUPPORT SERVICES	ELECTRICAL & WELDING SERVICES	PVL	CERTIFIED WELDER/MACHINIST
ENERGY DELIVERY	SUPPORT SERVICES	ELECTRICAL & WELDING SERVICES	PVL	CERTIFIED WELDER/MACHINIST
ENERGY DELIVERY	SUPPORT SERVICES	ELECTRICAL & WELDING SERVICES	PVL	SR ELECTRICIAN
ENERGY DELIVERY	SUPPORT SERVICES	ELECTRICAL & WELDING SERVICES	PVL	CERTIFIED WELDER/MACHINIST
ENERGY DELIVERY	SUPPORT SERVICES	ELECTRICAL & WELDING SERVICES	PVL	WORKING FOREMAN
ENERGY DELIVERY	SUPPORT SERVICES	ELECTRICAL & WELDING SERVICES	PVL	WORKING FOREMAN
ENERGY DELIVERY	SUPPORT SERVICES	FLEET	PVF	FOREMAN
ENERGY DELIVERY	SUPPORT SERVICES	FLEET	PVF	AUTO PARTS ATTNDT
ENERGY DELIVERY	SUPPORT SERVICES	FLEET	PVF	AUTO PARTS ATTNDT
ENERGY DELIVERY	SUPPORT SERVICES	FLEET	PVF	WORK COORDINATOR, FLEET
ENERGY DELIVERY	SUPPORT SERVICES	FLEET	PVF	CERT ATMV MECHANIC
ENERGY DELIVERY	SUPPORT SERVICES	FLEET	PVF	WORKING FOREMAN
ENERGY DELIVERY	SUPPORT SERVICES	FLEET	PVF	WORKING FOREMAN
ENERGY DELIVERY	SUPPORT SERVICES	FLEET	PVF	CERT ATMV MECHANIC
ENERGY DELIVERY	SUPPORT SERVICES	FLEET	PVF	SR SUPV, FLEET
ENERGY DELIVERY	SUPPORT SERVICES	FLEET	PVF	CERT ATMV MECHANIC
ENERGY DELIVERY	SUPPORT SERVICES	FLEET	PVF	MECHANIC HELPER
ENERGY DELIVERY	SUPPORT SERVICES	FLEET	PVF	MECHANIC HELPER
ENERGY DELIVERY	SUPPORT SERVICES	FLEET	PVF	AUTOMOTIVE MECHANIC
ENERGY DELIVERY	SUPPORT SERVICES	FLEET	PVF	MECHANIC HELPER
ENERGY DELIVERY	SUPPORT SERVICES	FLEET	PVF	CERT ATMV MECHANIC
ENERGY DELIVERY	SUPPORT SERVICES	FLEET	PVF	MECHANIC HELPER
ENERGY DELIVERY	SUPPORT SERVICES	FLEET	PVF	CERT ATMV MECHANIC
ENERGY DELIVERY	SUPPORT SERVICES	FLEET	PVF	TIRE REPAIRER
ENERGY DELIVERY	SUPPORT SERVICES	FLEET	PVF	SVC STA ATTNDT
ENERGY DELIVERY	SUPPORT SERVICES	FLEET	PVF	AUTOMOTIVE MECHANIC
ENERGY DELIVERY	SUPPORT SERVICES	FLEET	PVF	AUTOMOTIVE MECHANIC

Hawaiian Electric Company, Inc.
Actual Filled Positions by Department and Position Title as of 12/31/08

VP Process Area	Department	Division	RA	Position Title
ENERGY DELIVERY	SUPPORT SERVICES	FLEET	PVF	ATMV POOL ATTEND I
ENERGY DELIVERY	SUPPORT SERVICES	FLEET	PVF	MOTOR FLEET CLERK
ENERGY DELIVERY	SUPPORT SERVICES	FLEET	PVF	ATMV POOL ATTEND I
ENERGY DELIVERY	SUPPORT SERVICES	MATERIALS MANAGEMENT	PVM	LEAD WAREHOUSE ATTENDANT
ENERGY DELIVERY	SUPPORT SERVICES	MATERIALS MANAGEMENT	PVM	RECVC COORD
ENERGY DELIVERY	SUPPORT SERVICES	MATERIALS MANAGEMENT	PVM	SUPERVISOR STORES OPER
ENERGY DELIVERY	SUPPORT SERVICES	MATERIALS MANAGEMENT	PVM	SR WHSE ATTNDT
ENERGY DELIVERY	SUPPORT SERVICES	MATERIALS MANAGEMENT	PVM	STORES ATTENDANT
ENERGY DELIVERY	SUPPORT SERVICES	MATERIALS MANAGEMENT	PVM	LEAD WAREHOUSE ATTENDANT
ENERGY DELIVERY	SUPPORT SERVICES	MATERIALS MANAGEMENT	PVM	WORKING FOREMAN
ENERGY DELIVERY	SUPPORT SERVICES	MATERIALS MANAGEMENT	PVM	MATERIAL COORDINATOR
ENERGY DELIVERY	SUPPORT SERVICES	MATERIALS MANAGEMENT	PVM	STORES ATTENDANT
ENERGY DELIVERY	SUPPORT SERVICES	MATERIALS MANAGEMENT	PVM	WORKING FOREMAN
ENERGY DELIVERY	SUPPORT SERVICES	MATERIALS MANAGEMENT	PVM	LEAD WAREHOUSE ATTENDANT
ENERGY DELIVERY	SUPPORT SERVICES	MATERIALS MANAGEMENT	PVM	TOOL ROOM UTILITY MECH
ENERGY DELIVERY	SUPPORT SERVICES	MATERIALS MANAGEMENT	PVM	RECVC COORD
ENERGY DELIVERY	SUPPORT SERVICES	MATERIALS MANAGEMENT	PVM	STORES ATTENDANT
ENERGY DELIVERY	SUPPORT SERVICES	MATERIALS MANAGEMENT	PVM	STORES ATTENDANT
ENERGY DELIVERY	SUPPORT SERVICES	MATERIALS MANAGEMENT	PVM	RECVC COORD
ENERGY DELIVERY	SUPPORT SERVICES	MATERIALS MANAGEMENT	PVM	STORES ATTENDANT
ENERGY DELIVERY	SUPPORT SERVICES	MATERIALS MANAGEMENT	PVM	TOOL RM SPECIALIST
ENERGY DELIVERY	SUPPORT SERVICES	MATERIALS MANAGEMENT	PVM	SR WHSE ATTNDT
ENERGY DELIVERY	SUPPORT SERVICES	MATERIALS MANAGEMENT	PVM	STORES ATTENDANT
ENERGY DELIVERY	SUPPORT SERVICES	MATERIALS MANAGEMENT	PVM	SR WHSE ATTNDT
ENERGY DELIVERY	SUPPORT SERVICES	MATERIALS MANAGEMENT	PVM	DIR, MATERIALS MANAGEMENT
ENERGY DELIVERY	SUPPORT SERVICES	MATERIALS MANAGEMENT	PVM	MATERIALS ANALYST
ENERGY DELIVERY	SUPPORT SERVICES	MATERIALS MANAGEMENT	PVM	STORES ATTENDANT
ENERGY DELIVERY	SUPPORT SERVICES	MATERIALS MANAGEMENT	PVM	STORES ATTENDANT
ENERGY DELIVERY	SUPPORT SERVICES	MATERIALS MANAGEMENT	PVM	MATERIALS ANALYST
ENERGY DELIVERY	SUPPORT SERVICES	MATERIALS MANAGEMENT	PVM	STORES ATTENDANT
ENERGY DELIVERY	SUPPORT SERVICES	MATERIALS MANAGEMENT	PVM	RECEIVING & FREIGHT CLERK
ENERGY DELIVERY	SUPPORT SERVICES	PURCHASING	PVP	CONTRACT ADMINISTRATOR
ENERGY DELIVERY	SUPPORT SERVICES	PURCHASING	PVP	PURCHASING CLERK
ENERGY DELIVERY	SUPPORT SERVICES	PURCHASING	PVP	DIR, PURCHASING
ENERGY DELIVERY	SUPPORT SERVICES	PURCHASING	PVP	BUYER
ENERGY DELIVERY	SUPPORT SERVICES	PURCHASING	PVP	BUYER
ENERGY DELIVERY	SUPPORT SERVICES	PURCHASING	PVP	PURCHASING CLERK
ENERGY DELIVERY	SUPPORT SERVICES	PURCHASING	PVP	BUYER
ENERGY DELIVERY	SUPPORT SERVICES	PURCHASING	PVP	PURCHASING CLERK
ENERGY DELIVERY	SUPPORT SERVICES	PURCHASING	PVP	PURCHASING CLERK
ENERGY DELIVERY	SUPPORT SERVICES	PURCHASING	PVP	CONTRACT ADMINISTRATOR
ENERGY DELIVERY	SUPPORT SERVICES	PURCHASING	PVP	BUYER
ENERGY DELIVERY	SUPPORT SERVICES	PURCHASING	PVP	BUYER
ENERGY DELIVERY	SUPPORT SERVICES	PURCHASING	PVP	SENIOR BUYER
ENERGY DELIVERY	SUPPORT SERVICES	PURCHASING	PVP	SR CONTRACT ADMINISTRATOR
ENERGY DELIVERY	SYSTEM OPERATION	ADMINISTRATION	PRA	MGR, SYSTEM OPERATION
ENERGY DELIVERY	SYSTEM OPERATION	ADMINISTRATION	PRA	SYSTEM OPERATION CLERK
ENERGY DELIVERY	SYSTEM OPERATION	ADMINISTRATION	PRA	SYSTEM OPERATION CLERK
ENERGY DELIVERY	SYSTEM OPERATION	ADMINISTRATION	PRA	ADMINISTRATOR
ENERGY DELIVERY	SYSTEM OPERATION	ADMINISTRATION	PRA	SECRETARY

Hawaiian Electric Company, Inc.
Actual Filled Positions by Department and Position Title as of 12/31/08

DOD-IR-93
DOCKET NO. 2008-0083
ATTACHMENT 1
PAGE 16 OF 32

VP Process Area	Department	Division	RA	Position Title
ENERGY DELIVERY	SYSTEM OPERATION	ADMINISTRATION	PRA	SUBSTATION CLERK
ENERGY DELIVERY	SYSTEM OPERATION	COMMUNICATIONS	PRC	TECHNICIAN (COMM)
ENERGY DELIVERY	SYSTEM OPERATION	COMMUNICATIONS	PRC	TECHNICIAN (COMM)
ENERGY DELIVERY	SYSTEM OPERATION	COMMUNICATIONS	PRC	TECHNICIAN (COMM)
ENERGY DELIVERY	SYSTEM OPERATION	COMMUNICATIONS	PRC	TECHNICAL ENGINEER
ENERGY DELIVERY	SYSTEM OPERATION	COMMUNICATIONS	PRC	TECHNICIAN (COMM)
ENERGY DELIVERY	SYSTEM OPERATION	COMMUNICATIONS	PRC	TECHNICIAN (COMM)
ENERGY DELIVERY	SYSTEM OPERATION	COMMUNICATIONS	PRC	SR ELECTRICIAN (COMM)
ENERGY DELIVERY	SYSTEM OPERATION	COMMUNICATIONS	PRC	SUPV, COMMUNICATIONS
ENERGY DELIVERY	SYSTEM OPERATION	CONSTRUCTION MANAGEMENT	PRX	SUPV, CONSTRUCTION MANAGEMENT
ENERGY DELIVERY	SYSTEM OPERATION	CONSTRUCTION MANAGEMENT	PRX	WORKING FOREMAN
ENERGY DELIVERY	SYSTEM OPERATION	CONSTRUCTION MANAGEMENT	PRX	WORKING FOREMAN
ENERGY DELIVERY	SYSTEM OPERATION	CONSTRUCTION MANAGEMENT	PRX	CONSTRUCTION JOURNEYMAN 3RD YEAR
ENERGY DELIVERY	SYSTEM OPERATION	INSTRUMENT & CONTROL	PRI	SUPV, INSTRUMENT & CONTROL
ENERGY DELIVERY	SYSTEM OPERATION	INSTRUMENT & CONTROL	PRI	COMPUTER/ELECTRONICS ENGR
ENERGY DELIVERY	SYSTEM OPERATION	INSTRUMENT & CONTROL	PRI	TECHNICIAN (I&C)
ENERGY DELIVERY	SYSTEM OPERATION	INSTRUMENT & CONTROL	PRI	TECHNICIAN (I&C)
ENERGY DELIVERY	SYSTEM OPERATION	INSTRUMENT & CONTROL	PRI	TECHNICIAN (I&C)
ENERGY DELIVERY	SYSTEM OPERATION	INSTRUMENT & CONTROL	PRI	COMPUTER/ELECTRONICS ENGR
ENERGY DELIVERY	SYSTEM OPERATION	INSTRUMENT & CONTROL	PRI	ELECTRICIAN (I&C) THFTR
ENERGY DELIVERY	SYSTEM OPERATION	INSTRUMENT & CONTROL	PRI	TECHNICIAN (I&C)
ENERGY DELIVERY	SYSTEM OPERATION	INSTRUMENT & CONTROL	PRI	TECHNICIAN (I&C)
ENERGY DELIVERY	SYSTEM OPERATION	OPERATING DISPATCH	PRD	TROUBLE DISPATCHER (8 HR)
ENERGY DELIVERY	SYSTEM OPERATION	OPERATING DISPATCH	PRD	SUPVG LOAD DISPATCHER
ENERGY DELIVERY	SYSTEM OPERATION	OPERATING DISPATCH	PRD	OPERATIONS ENGINEER
ENERGY DELIVERY	SYSTEM OPERATION	OPERATING DISPATCH	PRD	CHIEF DISPATCHER
ENERGY DELIVERY	SYSTEM OPERATION	OPERATING DISPATCH	PRD	SUPVG LOAD DISPATCHER
ENERGY DELIVERY	SYSTEM OPERATION	OPERATING DISPATCH	PRD	TROUBLE DISPATCHER (8 HR)
ENERGY DELIVERY	SYSTEM OPERATION	OPERATING DISPATCH	PRD	SUPVG LOAD DISPATCHER
ENERGY DELIVERY	SYSTEM OPERATION	OPERATING DISPATCH	PRD	SWITCHING COORDINATOR
ENERGY DELIVERY	SYSTEM OPERATION	OPERATING DISPATCH	PRD	SUPVG LOAD DISPATCHER
ENERGY DELIVERY	SYSTEM OPERATION	OPERATING DISPATCH	PRD	OPERATIONS ENGINEER
ENERGY DELIVERY	SYSTEM OPERATION	OPERATING DISPATCH	PRD	OPERATIONS ENGINEER
ENERGY DELIVERY	SYSTEM OPERATION	OPERATING DISPATCH	PRD	SUPVG LOAD DISPATCHER
ENERGY DELIVERY	SYSTEM OPERATION	OPERATING DISPATCH	PRD	TROUBLE DISPATCHER (8 HR)
ENERGY DELIVERY	SYSTEM OPERATION	OPERATING DISPATCH	PRD	OPERATIONS ENGINEER
ENERGY DELIVERY	SYSTEM OPERATION	OPERATING DISPATCH	PRD	LOAD DISPATCHER (8HR)
ENERGY DELIVERY	SYSTEM OPERATION	OPERATING DISPATCH	PRD	TROUBLE DISPATCHER (8 HR)
ENERGY DELIVERY	SYSTEM OPERATION	OPERATING DISPATCH	PRD	TROUBLE DISPATCHER (8HR)
ENERGY DELIVERY	SYSTEM OPERATION	OPERATING DISPATCH	PRD	LOAD DISPATCHER (8HR)
ENERGY DELIVERY	SYSTEM OPERATION	OPERATING DISPATCH	PRD	SUPVG LOAD DISPATCHER
ENERGY DELIVERY	SYSTEM OPERATION	OPERATING DISPATCH	PRD	SUPT, OPERATING
ENERGY DELIVERY	SYSTEM OPERATION	OPERATING DISPATCH	PRD	SUPVG LOAD DISPATCHER
ENERGY DELIVERY	SYSTEM OPERATION	OPERATING DISPATCH	PRD	TECHNICAL TRAINER
ENERGY DELIVERY	SYSTEM OPERATION	OPERATING DISPATCH	PRD	LOAD DISPATCHER (8HR)
ENERGY DELIVERY	SYSTEM OPERATION	OPERATING DISPATCH	PRD	TROUBLE DISPATCHER (8 HR)
ENERGY DELIVERY	SYSTEM OPERATION	OPERATING ENGINEERING	PRE	ELECTRICAL ENGINEER
ENERGY DELIVERY	SYSTEM OPERATION	OPERATING ENGINEERING	PRE	SYSTEMS ENGINEER
ENERGY DELIVERY	SYSTEM OPERATION	OPERATING ENGINEERING	PRE	SR EFMS TECHNICIAN
ENERGY DELIVERY	SYSTEM OPERATION	OPERATING ENGINEERING	PRE	SR ENGINEER

*Employees covered by DSM surcharge need to be removed!

Hawaiian Electric Company, Inc.
Actual Filled Positions by Department and Position Title as of 12/31/08

DOD-IR-93
DOCKET NO. 2008-0083
ATTACHMENT 1
PAGE 17 OF 32

VP Process Area	Department	Division	RA	Position Title
ENERGY DELIVERY	SYSTEM OPERATION	OPERATING ENGINEERING	PRE	SR EFMS TECHNICIAN
ENERGY DELIVERY	SYSTEM OPERATION	OPERATING ENGINEERING	PRE	SYSTEMS ENGINEER
ENERGY DELIVERY	SYSTEM OPERATION	OPERATING ENGINEERING	PRE	SYSTEMS ENGINEER
ENERGY DELIVERY	SYSTEM OPERATION	OPERATING ENGINEERING	PRE	SYSTEMS ENGINEER
ENERGY DELIVERY	SYSTEM OPERATION	OPERATING ENGINEERING	PRE	EFMS TECHNICIAN
ENERGY DELIVERY	SYSTEM OPERATION	OPERATING ENGINEERING	PRE	SUPV, MAPPING
ENERGY DELIVERY	SYSTEM OPERATION	OPERATING ENGINEERING	PRE	SYSTEMS ENGINEER
ENERGY DELIVERY	SYSTEM OPERATION	OPERATING ENGINEERING	PRE	EFMS TECHNICIAN
ENERGY DELIVERY	SYSTEM OPERATION	OPERATING ENGINEERING	PRE	EFMS TECHNICIAN
ENERGY DELIVERY	SYSTEM OPERATION	RELAY	PRR	TECHNICIAN (RELAY)
ENERGY DELIVERY	SYSTEM OPERATION	RELAY	PRR	TECHNICIAN (RELAY)
ENERGY DELIVERY	SYSTEM OPERATION	RELAY	PRR	SR ELECTRICIAN (RELAY)
ENERGY DELIVERY	SYSTEM OPERATION	RELAY	PRR	SUPT, TECHNICAL SERVICES
ENERGY DELIVERY	SYSTEM OPERATION	RELAY	PRR	TEST ENGINEER
ENERGY DELIVERY	SYSTEM OPERATION	RELAY	PRR	TECHNICIAN (RELAY)
ENERGY DELIVERY	SYSTEM OPERATION	RELAY	PRR	TECHNICIAN (RELAY)
ENERGY DELIVERY	SYSTEM OPERATION	RELAY	PRR	TEST ENGINEER
ENERGY DELIVERY	SYSTEM OPERATION	RELAY	PRR	SUPV, RELAY
ENERGY DELIVERY	SYSTEM OPERATION	RELAY	PRR	SR ELECTRICIAN (RELAY)
ENERGY DELIVERY	SYSTEM OPERATION	SUBSTATION	PRS	SUPV, SUBSTATION
ENERGY DELIVERY	SYSTEM OPERATION	SUBSTATION	PRS	WORKING FOREMAN
ENERGY DELIVERY	SYSTEM OPERATION	SUBSTATION	PRS	WORKING FOREMAN
ENERGY DELIVERY	SYSTEM OPERATION	SUBSTATION	PRS	WORKING FOREMAN
ENERGY DELIVERY	SYSTEM OPERATION	SUBSTATION	PRS	SUPV, SUBSTATION
ENERGY DELIVERY	SYSTEM OPERATION	SUBSTATION	PRS	SUBST ELECTRICIAN THFTR
ENERGY DELIVERY	SYSTEM OPERATION	SUBSTATION	PRS	SUBST ELECTRICIAN THFTR
ENERGY DELIVERY	SYSTEM OPERATION	SUBSTATION	PRS	SUBST ELECTRICIAN THFTR
ENERGY DELIVERY	SYSTEM OPERATION	SUBSTATION	PRS	SUBST INSPECTOR
ENERGY DELIVERY	SYSTEM OPERATION	SUBSTATION	PRS	SERVICE ENGINEER
ENERGY DELIVERY	SYSTEM OPERATION	SUBSTATION	PRS	SUBSTATION TECHNICIAN
ENERGY DELIVERY	SYSTEM OPERATION	SUBSTATION	PRS	SUBST ELECTRICIAN THFTR
ENERGY DELIVERY	SYSTEM OPERATION	SUBSTATION	PRS	SUBST ELECTRICIAN THFTR
ENERGY DELIVERY	SYSTEM OPERATION	SUBSTATION	PRS	SUBST ELECTRICIAN THFTR
ENERGY DELIVERY	SYSTEM OPERATION	SUBSTATION	PRS	SUBST ELECTRICIAN THFTR
ENERGY DELIVERY	SYSTEM OPERATION	SUBSTATION	PRS	SUBST ELECTRICIAN NEXT 12 MOS
ENERGY DELIVERY	SYSTEM OPERATION	SUBSTATION	PRS	SUBST ELECTRICIAN THFTR
ENERGY DELIVERY	SYSTEM OPERATION	SUBSTATION	PRS	SUBST ELECTRICIAN THFTR
ENERGY DELIVERY	SYSTEM OPERATION	SUBSTATION	PRS	SUBST ELECTRICIAN NEXT 12 MOS
ENERGY DELIVERY	SYSTEM OPERATION	SUBSTATION	PRS	SUBST ELECTRICIAN THFTR
ENERGY DELIVERY	SYSTEM OPERATION	SUBSTATION	PRS	SUBST ELECTRICIAN THFTR
ENERGY DELIVERY	SYSTEM OPERATION	SUBSTATION	PRS	SUBST ELECTRICIAN THFTR
ENERGY DELIVERY	SYSTEM OPERATION	SUBSTATION	PRS	SUBST ELECTRICIAN THFTR
ENERGY DELIVERY	SYSTEM OPERATION	SUBSTATION	PRS	SUBST ELECTRICIAN THFTR
ENERGY DELIVERY	SYSTEM OPERATION	SUBSTATION	PRS	SUBST ELECTRICIAN THFTR
ENERGY DELIVERY	SYSTEM OPERATION	SUBSTATION	PRS	SUBST ELECTRICIAN THFTR
ENERGY DELIVERY	SYSTEM OPERATION	SUBSTATION	PRS	SUBST ELECTRICIAN NEXT 12 MOS
ENERGY DELIVERY	SYSTEM OPERATION	SUBSTATION	PRS	SUBST ELECTRICIAN THFTR
ENERGY DELIVERY	SYSTEM OPERATION	SUBSTATION	PRS	SUBST ELECTRICIAN THFTR
ENERGY DELIVERY	SYSTEM OPERATION	SUBSTATION	PRS	SUBST ELECTRICIAN THFTR
ENERGY DELIVERY	SYSTEM OPERATION	SUBSTATION	PRS	SUBST ELECTRICIAN THFTR
ENERGY DELIVERY	SYSTEM OPERATION	SUBSTATION	PRS	SUBSTATION PREDICTIVE MAINT ENGINEER
ENERGY DELIVERY	SYSTEM OPERATION	SUBSTATION	PRS	SUBST ELECTRICIAN NEXT 12 MOS

VP Process Area	Department	Division	RA	Position Title
ENERGY DELIVERY	SYSTEM OPERATION	SUBSTATION	PRS	SUBST ELECTRICIAN NEXT 12 MOS
ENERGY DELIVERY	SYSTEM OPERATION	SUBSTATION	PRS	SUBST ELECTRICIAN NEXT 12 MOS
ENERGY DELIVERY	SYSTEM OPERATION	SUBSTATION	PRS	SUBSTATION PREDICTIVE MAINT SPECIALIST
ENERGY DELIVERY	SYSTEM OPERATION	SUBSTATION	PRS	SUBSTATION ELECTRICIAN
ENERGY DELIVERY	SYSTEM OPERATION	SUBSTATION	PRS	SUBSTATION ELECTRICIAN
ENERGY DELIVERY	SYSTEM OPERATION	SUBSTATION	PRS	SUBSTATION ELECTRICIAN
ENERGY DELIVERY	VP ENERGY DELIVERY	VP ENERGY DELIVERY	P2V	VP ENERGY DELIVERY
ENERGY DELIVERY	VP ENERGY DELIVERY	VP ENERGY DELIVERY	P2V	EXECUTIVE SECRETARY
EXEC VP PUBLIC AFFAIRS	CORPORATE PLANNING	ADMINISTRATION	PLA	DIR, BUSINESS & ECONOMIC ANALYSIS
EXEC VP PUBLIC AFFAIRS	CORPORATE PLANNING	ADMINISTRATION	PLA	MGR, CORPORATE PLANNING
EXEC VP PUBLIC AFFAIRS	CORPORATE PLANNING	ADMINISTRATION	PLA	DIR, ENERGY ANALYSIS
EXEC VP PUBLIC AFFAIRS	CORPORATE PLANNING	ADMINISTRATION	PLA	DIR, CORPORATE PLANNING
EXEC VP PUBLIC AFFAIRS	CORPORATE PLANNING	PLANNING	PYP	SR RESOURCE PLANNING ANALYST
EXEC VP PUBLIC AFFAIRS	CORPORATE PLANNING	PLANNING	PYP	ADMINISTRATIVE ASSISTANT
EXEC VP PUBLIC AFFAIRS	CORPORATE PLANNING	PLANNING	PYP	SR RESOURCE PLANNING ANALYST
EXEC VP PUBLIC AFFAIRS	CORPORATE PLANNING	PLANNING	PYP	SR RESOURCE PLANNING ANALYST
EXEC VP PUBLIC AFFAIRS	CORPORATE PLANNING	PLANNING	PYP	SR RESOURCE PLANNING ANALYST
EXEC VP PUBLIC AFFAIRS	ENERGY PROJECTS	ENERGY PROJECTS	PNG	DIR, DISTRIBUTED ENERGY DEVELOPMENT
EXEC VP PUBLIC AFFAIRS	ENERGY PROJECTS	ENERGY PROJECTS	PNG	SR TECHNICAL SERVICES ENGINEER
EXEC VP PUBLIC AFFAIRS	ENERGY PROJECTS	ENERGY PROJECTS	PNG	BUDGETS/PROJECT ANALYST
EXEC VP PUBLIC AFFAIRS	ENERGY PROJECTS	ENERGY PROJECTS	PNG	SR TECHNICAL SERVICES ENGINEER
EXEC VP PUBLIC AFFAIRS	ENERGY PROJECTS	ENERGY PROJECTS	PNG	MGR, ENERGY PROJECTS
EXEC VP PUBLIC AFFAIRS	ENERGY PROJECTS	ENERGY PROJECTS	PNG	SR TECHNICAL SERVICES ENGINEER
EXEC VP PUBLIC AFFAIRS	ENERGY PROJECTS	ENERGY PROJECTS	PNG	SECRETARY
EXEC VP PUBLIC AFFAIRS	ENERGY PROJECTS	ENERGY PROJECTS	PNG	SR TECHNICAL SERVICES ENGINEER
EXEC VP PUBLIC AFFAIRS	ENERGY PROJECTS	ENERGY PROJECTS	PNG	SR TECHNICAL SERVICES ENGINEER
EXEC VP PUBLIC AFFAIRS	EXEC VP PUBLIC AFFAIRS	EXEC VP PUBLIC AFFAIRS	P9V	EXEC VP, PUBLIC AFFAIRS
EXEC VP PUBLIC AFFAIRS	EXEC VP PUBLIC AFFAIRS	EXEC VP PUBLIC AFFAIRS	P9V	EXECUTIVE SECRETARY
EXEC VP PUBLIC AFFAIRS	TECHNOLOGY	TECHNOLOGY	PNR	DIR, TECHNOLOGY
EXEC VP PUBLIC AFFAIRS	TECHNOLOGY	TECHNOLOGY	PNR	SR ENERGY SPECIALIST
EXEC VP PUBLIC AFFAIRS	TECHNOLOGY	TECHNOLOGY	PNR	PROJECT AIDE
GENERAL COUNSEL	LAND & RIGHTS OF WAY	LAND & RIGHTS OF WAY	PNL	LAND AGENT
GENERAL COUNSEL	LAND & RIGHTS OF WAY	LAND & RIGHTS OF WAY	PNL	LAND AGENT
GENERAL COUNSEL	LAND & RIGHTS OF WAY	LAND & RIGHTS OF WAY	PNL	LAND AGENT
GENERAL COUNSEL	LAND & RIGHTS OF WAY	LAND & RIGHTS OF WAY	PNL	ADMINISTRATIVE ASSISTANT
GENERAL COUNSEL	LEGAL	LAND & RIGHTS OF WAY	PNL	ACTING DIRECTOR, LAND & RIGHTS-OF-WAY
GENERAL COUNSEL	LEGAL	LEGAL	PNC	ASSOCIATE GENERAL COUNSEL
GENERAL COUNSEL	LEGAL	LEGAL	PNC	LEGAL SECRETARY
GENERAL COUNSEL	LEGAL	LEGAL	PNC	ASSOCIATE GENERAL COUNSEL
GENERAL COUNSEL	LEGAL	LEGAL	PNC	LEAD ASSOCIATE GENERAL COUNSEL
GENERAL COUNSEL	LEGAL	LEGAL	PNC	ASSOCIATE GENERAL COUNSEL (ENV)
GENERAL COUNSEL	LEGAL	LEGAL	PNC	LEGAL ASSISTANT
GENERAL COUNSEL	LEGAL	LEGAL	PNC	ASSOCIATE GENERAL COUNSEL
GENERAL COUNSEL	LEGAL	LEGAL	PNC	LEGAL ASSISTANT

VP Process Area	Department	Division	RA	Position Title
GENERAL COUNSEL	LEGAL	LEGAL	PNC	ASSOCIATE GENERAL COUNSEL
GENERAL COUNSEL	LEGAL	LEGAL	PNC	LEGAL SECRETARY
GENERAL COUNSEL	LEGAL	LEGAL	PNC	ASSOCIATE GENERAL COUNSEL
GENERAL COUNSEL	LEGAL	LEGAL	PNC	ASSOCIATE GENERAL COUNSEL
GENERAL COUNSEL	VP GENERAL COUNSEL	VP-GENERAL COUNSEL	P5V	EXECUTIVE SECRETARY
GENERAL COUNSEL	VP GENERAL COUNSEL	VP-GENERAL COUNSEL	P5V	VP GENERAL COUNSEL
DATA	EDUCATION & CONSUMER AFFAIRS	EDUCATION & CONSUMER AFFAIRS	PQE	CLERK TYPIST III
DATA	EDUCATION & CONSUMER AFFAIRS	EDUCATION & CONSUMER AFFAIRS	PQE	EDUC & CONSMR AFFRS ADMIN
DATA	EDUCATION & CONSUMER AFFAIRS	EDUCATION & CONSUMER AFFAIRS	PQE	DIR, EDUC & CONSMR AFFRS
DATA	EDUCATION & CONSUMER AFFAIRS	EDUCATION & CONSUMER AFFAIRS	PQE	EDUC & CONSMR AFFRS ADMIN
DATA	EDUCATION & CONSUMER AFFAIRS	EDUCATION & CONSUMER AFFAIRS	PQE	EDUC & CONSMR AFFRS ADMIN
DATA	EDUCATION & CONSUMER AFFAIRS	EDUCATION & CONSUMER AFFAIRS	PQE	EDUC & CONSMR AFFRS ADMIN
DATA	EDUCATION & CONSUMER AFFAIRS	EDUCATION & CONSUMER AFFAIRS	PQE	EDUC & CONSMR AFFRS ADMIN
DATA	EDUCATION & CONSUMER AFFAIRS	EDUCATION & CONSUMER AFFAIRS	PQE	EDUC & CONSMR AFFRS ADMIN
DATA	GOVERNMENTAL RELATIONS	GOVERNMENTAL RELATIONS	PNI	ADMINISTRATIVE ASSISTANT
DATA	GOVERNMENTAL RELATIONS	GOVERNMENTAL RELATIONS	PNI	MGR, GOVERNMENT RELATIONS
DATA	GOVERNMENTAL RELATIONS	GOVERNMENTAL RELATIONS	PNI	DIR, GOVERNMENT RELATIONS
DATA	REGULATORY AFFAIRS	REGULATORY AFFAIRS	PNP	SR REGULATORY ANALYST
DATA	REGULATORY AFFAIRS	REGULATORY AFFAIRS	PNP	DIR, REGULATORY AFFAIRS
DATA	REGULATORY AFFAIRS	REGULATORY AFFAIRS	PNP	SR REGULATORY ANALYST
DATA	REGULATORY AFFAIRS	REGULATORY AFFAIRS	PNP	SR REGULATORY ANALYST
DATA	REGULATORY AFFAIRS	REGULATORY AFFAIRS	PNP	DIR, REGULATORY AFFAIRS
DATA	REGULATORY AFFAIRS	REGULATORY AFFAIRS	PNP	MGR, REGULATORY AFFAIRS
DATA	REGULATORY AFFAIRS	REGULATORY AFFAIRS	PNP	SR REGULATORY ANALYST
DATA	REGULATORY AFFAIRS	REGULATORY AFFAIRS	PNP	REGULATORY ANALYST II
DATA	REGULATORY AFFAIRS	REGULATORY AFFAIRS	PNP	REGULATORY ANALYST I
DATA	REGULATORY AFFAIRS	REGULATORY AFFAIRS	PNP	LEGAL ASSISTANT
DATA	REGULATORY AFFAIRS	REGULATORY AFFAIRS	PNP	SR REGULATORY ANALYST
DATA	REGULATORY AFFAIRS	REGULATORY AFFAIRS	PNP	SR REGULATORY ANALYST
DATA	REGULATORY AFFAIRS	REGULATORY AFFAIRS	PNP	REGULATORY ANALYST I
DATA	REGULATORY AFFAIRS	REGULATORY AFFAIRS	PNP	SR REGULATORY ANALYST
DATA	VP GOVT & COMMUNITY AFFAIRS	VP GOVT & COMMUNITY AFFAIRS	P3V	EXECUTIVE STAFF SPECIALIST
DATA	VP GOVT & COMMUNITY AFFAIRS	VP GOVT & COMMUNITY AFFAIRS	P3V	DIR, COMMUNITY RELATIONS
DATA	VP GOVT & COMMUNITY AFFAIRS	VP GOVT & COMMUNITY AFFAIRS	P3V	COMMUNITY RELATIONS SPECIALIST
DATA	VP GOVT & COMMUNITY AFFAIRS	VP GOVT & COMMUNITY AFFAIRS	P3V	COMMUNITY RELATIONS COORDINATOR
DATA	VP GOVT & COMMUNITY AFFAIRS	VP GOVT & COMMUNITY AFFAIRS	P3V	VP GOVT & COMMUNITY AFFAIRS
DATA	VP GOVT & COMMUNITY AFFAIRS	VP GOVT & COMMUNITY AFFAIRS	P3V	EXECUTIVE SECRETARY
DATA	VP GOVT & COMMUNITY AFFAIRS	VP GOVT & COMMUNITY AFFAIRS	P3V	DIR, GOVERNMENT & PUBLIC AFFAIRS
DATA	ENVIRONMENTAL	ADMINISTRATION	PJA	SECRETARY
DATA	ENVIRONMENTAL	ADMINISTRATION	PJA	MGR, ENVIRONMENTAL
DATA	ENVIRONMENTAL	ADMINISTRATION	PJA	SR ENVIRONMENTAL SCIENTIST
DATA	ENVIRONMENTAL	ADMINISTRATION	PJA	CLERK TYPIST III
DATA	ENVIRONMENTAL	AIR QUALITY & NOISE	PJB	ENVIRONMENTAL SCIENTIST
DATA	ENVIRONMENTAL	AIR QUALITY & NOISE	PJB	PRIN ENVIRON SCIENTIST
DATA	ENVIRONMENTAL	AIR QUALITY & NOISE	PJB	SR ENVIRONMENTAL SCIENTIST

VP Process Area	Department	Division	RA	Position Title
POWER SUPPLY	ENVIRONMENTAL	AIR QUALITY & NOISE	PJB	SR ENVIRONMENTAL SCIENTIST
POWER SUPPLY	ENVIRONMENTAL	AIR QUALITY & NOISE	PJB	SR ENVIRONMENTAL SCIENTIST
POWER SUPPLY	ENVIRONMENTAL	AIR QUALITY & NOISE	PJB	SR ENVIRONMENTAL SCIENTIST
POWER SUPPLY	ENVIRONMENTAL	CHEMISTRY	PJC	ANALYTICAL CHEMIST
POWER SUPPLY	ENVIRONMENTAL	CHEMISTRY	PJC	ANALYTICAL CHEMIST
POWER SUPPLY	ENVIRONMENTAL	CHEMISTRY	PJC	ANALYTICAL CHEMIST
POWER SUPPLY	ENVIRONMENTAL	CHEMISTRY	PJC	LABORATORY SUPV
POWER SUPPLY	ENVIRONMENTAL	CHEMISTRY	PJC	SR ANALYTICAL CHEMIST
POWER SUPPLY	ENVIRONMENTAL	CHEMISTRY	PJC	ANALYTICAL CHEMIST
POWER SUPPLY	ENVIRONMENTAL	CHEMISTRY	PJC	ANALYTICAL CHEMIST
POWER SUPPLY	ENVIRONMENTAL	WATER & HAZARDOUS MATERIAL	PJW	PRIN ENVIRON SCIENTIST
POWER SUPPLY	ENVIRONMENTAL	WATER & HAZARDOUS MATERIAL	PJW	SR ENVIRONMENTAL SCIENTIST
POWER SUPPLY	ENVIRONMENTAL	WATER & HAZARDOUS MATERIAL	PJW	SR ENVIRONMENTAL SCIENTIST
POWER SUPPLY	ENVIRONMENTAL	WATER & HAZARDOUS MATERIAL	PJW	ENVIRONMENTAL SCIENTIST
POWER SUPPLY	ENVIRONMENTAL	WATER & HAZARDOUS MATERIAL	PJW	SR ENVIRONMENTAL SCIENTIST
POWER SUPPLY	ENVIRONMENTAL	WATER & HAZARDOUS MATERIAL	PJW	ENVIRONMENTAL SPECIALIST
POWER SUPPLY	ENVIRONMENTAL	WATER & HAZARDOUS MATERIAL	PJW	ENVIRONMENTAL SCIENTIST
POWER SUPPLY	ENVIRONMENTAL	WATER & HAZARDOUS MATERIAL	PJW	SR ENVIRONMENTAL SCIENTIST
POWER SUPPLY	POWER SUPPLY ENGINEERING	ADMINISTRATION	PYA	MGR, POWER SUPPLY ENGINEERING
POWER SUPPLY	POWER SUPPLY ENGINEERING	ADMINISTRATION	PYA	ADMINISTRATOR
POWER SUPPLY	POWER SUPPLY ENGINEERING	ADMINISTRATION	PYA	SECRETARY
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT DRAFTING	PYG	DRAFT TECHN II
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT DRAFTING	PYG	DRAFT TECHN II
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT ELECT ENGRG	PYF	ENGINEER II
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT ELECT ENGRG	PYF	ENGINEER II
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT ELECT ENGRG	PYF	SR SUPERVISING ENGINEER
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT ELECT ENGRG	PYF	DESIGNER II
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT ELECT ENGRG	PYF	DESIGNER II
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT ELECT ENGRG	PYF	DESIGNER II
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT ELECT ENGRG	PYF	DESIGNER II
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT ELECT ENGRG	PYF	DESIGNER II
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT ELECT ENGRG	PYF	DESIGNER II
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT ELECT ENGRG	PYF	DESIGNER II
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT MECH ENGRG	PYM	ENGINEER II
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT MECH ENGRG	PYM	SR SUPERVISING ENGINEER
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT MECH ENGRG	PYM	PRIN ENGINEER, POWER PLANT ENG
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT MECH ENGRG	PYM	ENGINEER II
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT MECH ENGRG	PYM	ENGINEER II
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT MECH ENGRG	PYM	DESIGNER II
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT MECH ENGRG	PYM	DESIGNER III
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT MECH ENGRG	PYM	PROJECT MANAGER
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT MECH ENGRG	PYM	ENGINEER II
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT MECH ENGRG	PYM	DESIGNER II
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT MECH ENGRG	PYM	ENGINEER II
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT MECH ENGRG	PYM	DESIGNER II
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT MECH ENGRG	PYM	DESIGNER II
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT MECH ENGRG	PYM	PROJECT AIDE

VP Process Area		Department	Division	RA	Position Title
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER SUPPLY ENGINEERING	POWER PLANT PROJECT MGT	PYJ	PROJECT MANAGER
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER SUPPLY ENGINEERING	POWER PLANT PROJECT MGT	PYJ	PROJECT MANAGER
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER SUPPLY ENGINEERING	POWER PLANT PROJECT MGT	PYJ	PROJECT MANAGER
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER SUPPLY ENGINEERING	POWER PLANT PROJECT MGT	PYJ	PROJECT MANAGER
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER SUPPLY ENGINEERING	PS TECHNICAL SERVICES	PYE	SR ENGINEER
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER SUPPLY ENGINEERING	PS TECHNICAL SERVICES	PYE	SR ENGINEER
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER SUPPLY ENGINEERING	PS TECHNICAL SERVICES	PYE	SR ENGINEER
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER SUPPLY ENGINEERING	PS TECHNICAL SERVICES	PYE	SR ENGINEER
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER SUPPLY ENGINEERING	PS TECHNICAL SERVICES	PYE	SR ENGINEER
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER SUPPLY ENGINEERING	PS TECHNICAL SERVICES	PYE	STAFF ENGINEER
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER SUPPLY ENGINEERING	PS TECHNICAL SERVICES	PYE	STAFF ENGINEER
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER SUPPLY ENGINEERING	PS TECHNICAL SERVICES	PYE	SUPT, TECHNICAL SERVICES
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER SUPPLY ENGINEERING	PS TECHNICAL SERVICES	PYE	STAFF ENGINEER
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER SUPPLY ENGINEERING	PS TECHNICAL SERVICES	PYE	SR ENGINEER
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER SUPPLY ENGINEERING	SUPPORT STAFF	PYC	PROJECT CLERK
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER SUPPLY ENGINEERING	SUPPORT STAFF	PYC	DRAWING CONTROL CLERK
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER SUPPLY ENGINEERING	SUPPORT STAFF	PYC	CLERK TYPIST III
POWER SUPPLY	POWER SUPPLY OPER & MAINT	POWER SUPPLY OPER & MAINT	ENVIRONMENTAL COMPLIANCE	PIQ	STATION CHEMIST
POWER SUPPLY	POWER SUPPLY OPER & MAINT	POWER SUPPLY OPER & MAINT	ENVIRONMENTAL COMPLIANCE	PIQ	ENVIRONMENTAL COMPLIANCE SPECIALIST
POWER SUPPLY	POWER SUPPLY OPER & MAINT	POWER SUPPLY OPER & MAINT	ENVIRONMENTAL COMPLIANCE	PIQ	SUPV, ENVIRONMENTAL COMPLIANCE
POWER SUPPLY	POWER SUPPLY OPER & MAINT	POWER SUPPLY OPER & MAINT	ENVIRONMENTAL COMPLIANCE	PIQ	STATION CHEMIST
POWER SUPPLY	POWER SUPPLY OPER & MAINT	POWER SUPPLY OPER & MAINT	MAINTENANCE	PIN	WELDER 1/C 1ST YR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	POWER SUPPLY OPER & MAINT	MAINTENANCE	PIN	WORKING FOREMAN
POWER SUPPLY	POWER SUPPLY OPER & MAINT	POWER SUPPLY OPER & MAINT	MAINTENANCE	PIN	CONTROL TECHNICIAN
POWER SUPPLY	POWER SUPPLY OPER & MAINT	POWER SUPPLY OPER & MAINT	MAINTENANCE	PIN	INSULATOR THEREAFTER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	POWER SUPPLY OPER & MAINT	MAINTENANCE	PIN	MACHINIST
POWER SUPPLY	POWER SUPPLY OPER & MAINT	POWER SUPPLY OPER & MAINT	MAINTENANCE	PIN	WORKING FOREMAN
POWER SUPPLY	POWER SUPPLY OPER & MAINT	POWER SUPPLY OPER & MAINT	MAINTENANCE	PIN	WORKING FOREMAN
POWER SUPPLY	POWER SUPPLY OPER & MAINT	POWER SUPPLY OPER & MAINT	MAINTENANCE	PIN	CONTROL TECHNICIAN
POWER SUPPLY	POWER SUPPLY OPER & MAINT	POWER SUPPLY OPER & MAINT	MAINTENANCE	PIN	PIPEFITTER MECHANIC
POWER SUPPLY	POWER SUPPLY OPER & MAINT	POWER SUPPLY OPER & MAINT	MAINTENANCE	PIN	SR ELECTRICIAN
POWER SUPPLY	POWER SUPPLY OPER & MAINT	POWER SUPPLY OPER & MAINT	MAINTENANCE	PIN	SR CONTROL MECHANIC
POWER SUPPLY	POWER SUPPLY OPER & MAINT	POWER SUPPLY OPER & MAINT	MAINTENANCE	PIN	MAINTENANCE PLANNER/SUPERVISOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	POWER SUPPLY OPER & MAINT	HONOLULU STATION OPERATIONS	PH	SUPV, SHIFT
POWER SUPPLY	POWER SUPPLY OPER & MAINT	POWER SUPPLY OPER & MAINT	HONOLULU STATION OPERATIONS	PH	SR SUPERVISOR (HNL)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	POWER SUPPLY OPER & MAINT	HONOLULU STATION OPERATIONS	PH	CONTROL OPERATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	POWER SUPPLY OPER & MAINT	HONOLULU STATION OPERATIONS	PH	SUPV, SHIFT
POWER SUPPLY	POWER SUPPLY OPER & MAINT	POWER SUPPLY OPER & MAINT	HONOLULU STATION OPERATIONS	PH	CONTROL OPERATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	POWER SUPPLY OPER & MAINT	HONOLULU STATION OPERATIONS	PH	CONTROL OPERATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	POWER SUPPLY OPER & MAINT	HONOLULU STATION OPERATIONS	PH	CONTROL OPERATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	POWER SUPPLY OPER & MAINT	HONOLULU STATION OPERATIONS	PH	EQUIPMENT OPERATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	POWER SUPPLY OPER & MAINT	HONOLULU STATION OPERATIONS	PH	SUPV, SHIFT
POWER SUPPLY	POWER SUPPLY OPER & MAINT	POWER SUPPLY OPER & MAINT	HONOLULU STATION OPERATIONS	PH	UTILITY OPERATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	POWER SUPPLY OPER & MAINT	HONOLULU STATION OPERATIONS	PH	SUPV, SHIFT
POWER SUPPLY	POWER SUPPLY OPER & MAINT	POWER SUPPLY OPER & MAINT	HONOLULU STATION OPERATIONS	PH	CONTROL OPERATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	POWER SUPPLY OPER & MAINT	HONOLULU STATION OPERATIONS	PH	SUPV, SHIFT
POWER SUPPLY	POWER SUPPLY OPER & MAINT	POWER SUPPLY OPER & MAINT	HONOLULU STATION OPERATIONS	PH	UTILITY OPERATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	POWER SUPPLY OPER & MAINT	HONOLULU STATION OPERATIONS	PH	JR CONTROL OPERATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	POWER SUPPLY OPER & MAINT	HONOLULU STATION OPERATIONS	PH	JR CONTROL OPERATOR

Hawaiian Electric Company, Inc.
Actual Filled Positions by Department and Position Title as of 12/31/08

VP Process Area	Department	Division	RA	Position Title
POWER SUPPLY	POWER SUPPLY OPER & MAINT	HONOLULU STATION OPERATIONS	PIH	JR CONTROL OPERATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	HONOLULU STATION OPERATIONS	PIH	UTILITY OPERATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	HONOLULU STATION OPERATIONS	PIH	JR CONTROL OPERATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	HONOLULU STATION OPERATIONS	PIH	JR CONTROL OPERATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	HONOLULU STATION OPERATIONS	PIH	UTILITY OPERATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	HONOLULU STATION OPERATIONS	PIH	EQUIPMENT OPERATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	HONOLULU STATION OPERATIONS	PIH	UTILITY OPERATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	HONOLULU STATION OPERATIONS	PIH	EQUIPMENT OPERATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	HONOLULU STATION OPERATIONS	PIH	EQUIPMENT OPERATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	HONOLULU STATION OPERATIONS	PIH	EQUIPMENT OPERATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	HONOLULU STATION OPERATIONS	PIH	OPERATOR TRAINEE
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION MAINTENANCE	PIH	BOILER MECHANIC 1ST YR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION MAINTENANCE	PIL	CONTROL TECHNICIAN
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION MAINTENANCE	PIL	SR ELECTRICIAN
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION MAINTENANCE	PIL	INSULATOR THEREAFTER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION MAINTENANCE	PIL	SUPV, MAINTENANCE
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION MAINTENANCE	PIL	BOILER MECHANIC THEREAFTER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION MAINTENANCE	PIL	CONTROL TECHNICIAN
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION MAINTENANCE	PIL	CONTROL TECHNICIAN
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION MAINTENANCE	PIL	SUPV, MAINTENANCE
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION MAINTENANCE	PIL	SR ELECTRICIAN
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION MAINTENANCE	PIL	MACHINIST
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION MAINTENANCE	PIL	CERT COMBINATION WELDER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION MAINTENANCE	PIL	WORKING FOREMAN
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION MAINTENANCE	PIL	MACHINIST
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION MAINTENANCE	PIL	WORKING FOREMAN
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION MAINTENANCE	PIL	CERT COMBINATION WELDER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION MAINTENANCE	PIL	MAINTENANCE HELPER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION MAINTENANCE	PIL	PIPEFITTER MECHANIC
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION MAINTENANCE	PIL	WORKING FOREMAN
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION MAINTENANCE	PIL	SR ELECTRICIAN
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION MAINTENANCE	PIL	SR ELECTRICIAN
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION MAINTENANCE	PIL	MAINTENANCE HELPER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION MAINTENANCE	PIL	MACHINIST
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION MAINTENANCE	PIL	CONTROL TECHNICIAN
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION MAINTENANCE	PIL	MO CR&HVV EQUIP OPER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION MAINTENANCE	PIL	CONTROL TECHNICIAN
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION MAINTENANCE	PIL	CERT COMBINATION WELDER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION MAINTENANCE	PIL	PIPEFITTER MECHANIC
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION MAINTENANCE	PIL	SR CONTROL MECHANIC
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION MAINTENANCE	PIL	WELDER 1/C THFTR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION OPERATIONS	PIK	EQUIPMENT OPERATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION OPERATIONS	PIK	EQUIPMENT OPERATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION OPERATIONS	PIK	OPERATOR TRAINEE
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION OPERATIONS	PIK	OPERATOR TRAINEE
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION OPERATIONS	PIK	SUPV, SHIFT
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION OPERATIONS	PIK	CONTROL OPERATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION OPERATIONS	PIK	CONTROL OPERATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION OPERATIONS	PIK	CONTROL OPERATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION OPERATIONS	PIK	CONTROL OPERATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION OPERATIONS	PIK	CONTROL OPERATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION OPERATIONS	PIK	CONTROL OPERATOR

Hawaiian Electric Company, Inc.
Actual Filled Positions by Department and Position Title as of 12/31/08

DOD-IR-93
DOCKET NO. 2008-0083
ATTACHMENT 1
PAGE 23 OF 32

VP Process Area	Department	Division	RA	Position Title
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION OPERATIONS	PIK	CONTROL OPERATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION OPERATIONS	PIK	CONTROL OPERATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION OPERATIONS	PIK	SUPV, SHIFT
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION OPERATIONS	PIK	CONTROL OPERATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION OPERATIONS	PIK	EQUIPMENT OPERATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION OPERATIONS	PIK	CONTROL OPERATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION OPERATIONS	PIK	CONTROL OPERATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION OPERATIONS	PIK	CONTROL OPERATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION OPERATIONS	PIK	POWER PLANT CLERK
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION OPERATIONS	PIK	CONTROL OPERATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION OPERATIONS	PIK	CONTROL OPERATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION OPERATIONS	PIK	CONTROL OPERATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION OPERATIONS	PIK	CONTROL OPERATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION OPERATIONS	PIK	SUPV, SHIFT
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION OPERATIONS	PIK	JR CONTROL OPERATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION OPERATIONS	PIK	JR CONTROL OPERATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION OPERATIONS	PIK	JR CONTROL OPERATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION OPERATIONS	PIK	JR CONTROL OPERATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION OPERATIONS	PIK	JR CONTROL OPERATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION OPERATIONS	PIK	JR CONTROL OPERATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION OPERATIONS	PIK	SUPV, SHIFT
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION OPERATIONS	PIK	SUPV, SHIFT
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION OPERATIONS	PIK	JR CONTROL OPERATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION OPERATIONS	PIK	JR CONTROL OPERATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION OPERATIONS	PIK	JR CONTROL OPERATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION OPERATIONS	PIK	JR CONTROL OPERATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION OPERATIONS	PIK	JR CONTROL OPERATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION OPERATIONS	PIK	STATION SUPT, KAHE
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION OPERATIONS	PIK	JR CONTROL OPERATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION OPERATIONS	PIK	JR CONTROL OPERATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION OPERATIONS	PIK	UTILITY OPERATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION OPERATIONS	PIK	UTILITY OPERATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION OPERATIONS	PIK	UTILITY OPERATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION OPERATIONS	PIK	UTILITY OPERATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION OPERATIONS	PIK	EQUIPMENT OPERATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION OPERATIONS	PIK	EQUIPMENT OPERATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION OPERATIONS	PIK	EQUIPMENT OPERATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION OPERATIONS	PIK	EQUIPMENT OPERATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION OPERATIONS	PIK	SUPV, SHIFT
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION OPERATIONS	PIK	SUPV, SHIFT
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION OPERATIONS	PIK	EQUIPMENT OPERATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION OPERATIONS	PIK	EQUIPMENT OPERATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION OPERATIONS	PIK	EQUIPMENT OPERATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION OPERATIONS	PIK	EQUIPMENT OPERATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION OPERATIONS	PIK	EQUIPMENT OPERATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION OPERATIONS	PIK	EQUIPMENT OPERATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION OPERATIONS	PIK	EQUIPMENT OPERATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION OPERATIONS	PIK	UTILITY OPERATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	MAINTENANCE ADMINISTRATION	PIM	POWER PLANT CLERK

VP Process Area		Department	Division	RA	Position Title
POWER SUPPLY	POWER SUPPLY OPER & MAINT	MAINTENANCE ADMINISTRATION		PIM	SUPT. MAINTENANCE
POWER SUPPLY	POWER SUPPLY OPER & MAINT	O&M ADMINISTRATION		PIB	SUPT. O&M SERVICES
POWER SUPPLY	POWER SUPPLY OPER & MAINT	O&M ADMINISTRATION		PIB	LEAD FINANCIAL ADMINISTRATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	O&M ADMINISTRATION		PIB	MGR. OPERATIONS & MAINTENANCE
POWER SUPPLY	POWER SUPPLY OPER & MAINT	O&M ADMINISTRATION		PIB	SECRETARY
POWER SUPPLY	POWER SUPPLY OPER & MAINT	O&M ADMINISTRATION		PIB	ADMINISTRATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	SUPT. PLANNING AND ENGINEERING
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	POWER PLANT CLERK
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	RESOURCE PLANNER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	SR SUPV. ENGINEERING & PDM
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	WORK MANAGEMENT SPECIALIST
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	RESOURCE PLANNER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	RESOURCE PLANNER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	SR SUPERVISOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	OPERATIONS & MAINTENANCE ENGINEER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	OPERATIONS & MAINTENANCE ENGINEER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	RESOURCE PLANNER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	PREDICTIVE MAINTENANCE SPECIALIST
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	RESOURCE PLANNER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	OPERATIONS & MAINTENANCE ENGINEER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	OPERATIONS & MAINTENANCE ENGINEER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	RESOURCE PLANNER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	PREDICTIVE MAINTENANCE SPECIALIST
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	RESOURCE PLANNER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	OPERATIONS & MAINTENANCE ENGINEER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	OPERATIONS & MAINTENANCE ENGINEER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	RESOURCE PLANNER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	PREDICTIVE MAINTENANCE SPECIALIST
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	RESOURCE PLANNER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	OPERATIONS & MAINTENANCE ENGINEER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	OPERATIONS & MAINTENANCE ENGINEER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	RESOURCE PLANNER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	PREDICTIVE MAINTENANCE SPECIALIST
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	RESOURCE PLANNER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	OPERATIONS & MAINTENANCE ENGINEER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	OPERATIONS & MAINTENANCE ENGINEER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	RESOURCE PLANNER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	PREDICTIVE MAINTENANCE SPECIALIST
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	RESOURCE PLANNER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	OPERATIONS & MAINTENANCE ENGINEER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	OPERATIONS & MAINTENANCE ENGINEER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	RESOURCE PLANNER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	PREDICTIVE MAINTENANCE SPECIALIST
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	RESOURCE PLANNER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	OPERATIONS & MAINTENANCE ENGINEER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	OPERATIONS & MAINTENANCE ENGINEER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	RESOURCE PLANNER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	PREDICTIVE MAINTENANCE SPECIALIST
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	RESOURCE PLANNER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	OPERATIONS & MAINTENANCE ENGINEER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	OPERATIONS & MAINTENANCE ENGINEER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	RESOURCE PLANNER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	PREDICTIVE MAINTENANCE SPECIALIST
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	RESOURCE PLANNER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	OPERATIONS & MAINTENANCE ENGINEER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	OPERATIONS & MAINTENANCE ENGINEER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	RESOURCE PLANNER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	PREDICTIVE MAINTENANCE SPECIALIST
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	RESOURCE PLANNER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	OPERATIONS & MAINTENANCE ENGINEER
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POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	RESOURCE PLANNER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	PREDICTIVE MAINTENANCE SPECIALIST
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	RESOURCE PLANNER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	OPERATIONS & MAINTENANCE ENGINEER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	OPERATIONS & MAINTENANCE ENGINEER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	RESOURCE PLANNER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	PREDICTIVE MAINTENANCE SPECIALIST
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	RESOURCE PLANNER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	OPERATIONS & MAINTENANCE ENGINEER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	OPERATIONS & MAINTENANCE ENGINEER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	RESOURCE PLANNER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	PREDICTIVE MAINTENANCE SPECIALIST
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	RESOURCE PLANNER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	OPERATIONS & MAINTENANCE ENGINEER
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POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	RESOURCE PLANNER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	PREDICTIVE MAINTENANCE SPECIALIST
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	RESOURCE PLANNER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	OPERATIONS & MAINTENANCE ENGINEER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	OPERATIONS & MAINTENANCE ENGINEER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	RESOURCE PLANNER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	PREDICTIVE MAINTENANCE SPECIALIST
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	RESOURCE PLANNER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	OPERATIONS & MAINTENANCE ENGINEER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	OPERATIONS & MAINTENANCE ENGINEER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	RESOURCE PLANNER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	PREDICTIVE MAINTENANCE SPECIALIST
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	RESOURCE PLANNER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	OPERATIONS & MAINTENANCE ENGINEER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	OPERATIONS & MAINTENANCE ENGINEER
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POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	PREDICTIVE MAINTENANCE SPECIALIST
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	RESOURCE PLANNER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	OPERATIONS & MAINTENANCE ENGINEER
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POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	RESOURCE PLANNER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	PREDICTIVE MAINTENANCE SPECIALIST
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	RESOURCE PLANNER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	OPERATIONS & MAINTENANCE ENGINEER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	OPERATIONS & MAINTENANCE ENGINEER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	RESOURCE PLANNER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	PREDICTIVE MAINTENANCE SPECIALIST
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	RESOURCE PLANNER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	OPERATIONS & MAINTENANCE ENGINEER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	OPERATIONS & MAINTENANCE ENGINEER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	RESOURCE PLANNER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	PREDICTIVE MAINTENANCE SPECIALIST
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	RESOURCE PLANNER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	OPERATIONS & MAINTENANCE ENGINEER
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POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	RESOURCE PLANNER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	PREDICTIVE MAINTENANCE SPECIALIST
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	RESOURCE PLANNER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	OPERATIONS & MAINTENANCE ENGINEER
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POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	RESOURCE PLANNER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	PREDICTIVE MAINTENANCE SPECIALIST
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	RESOURCE PLANNER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	OPERATIONS & MAINTENANCE ENGINEER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	OPERATIONS & MAINTENANCE ENGINEER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	RESOURCE PLANNER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	PREDICTIVE MAINTENANCE SPECIALIST
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	RESOURCE PLANNER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	OPERATIONS & MAINTENANCE ENGINEER
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POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	RESOURCE PLANNER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	PREDICTIVE MAINTENANCE SPECIALIST
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	RESOURCE PLANNER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	OPERATIONS & MAINTENANCE ENGINEER
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POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	PREDICTIVE MAINTENANCE SPECIALIST
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	RESOURCE PLANNER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	OPERATIONS & MAINTENANCE ENGINEER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	OPERATIONS & MAINTENANCE ENGINEER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	RESOURCE PLANNER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	PREDICTIVE MAINTENANCE SPECIALIST
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	RESOURCE PLANNER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	OPERATIONS & MAINTENANCE ENGINEER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	OPERATIONS & MAINTENANCE ENGINEER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	RESOURCE PLANNER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	PREDICTIVE MAINTENANCE SPECIALIST
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	RESOURCE PLANNER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	OPERATIONS & MAINTENANCE ENGINEER
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POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	RESOURCE PLANNER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	PREDICTIVE MAINTENANCE SPECIALIST
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	RESOURCE PLANNER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	OPERATIONS & MAINTENANCE ENGINEER
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POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	PREDICTIVE MAINTENANCE SPECIALIST
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	RESOURCE PLANNER
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POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	RESOURCE PLANNER
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POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	PREDICTIVE MAINTENANCE SPECIALIST
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	RESOURCE PLANNER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	OPERATIONS & MAINTENANCE ENGINEER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	OPERATIONS & MAINTENANCE ENGINEER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	RESOURCE PLANNER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	PREDICTIVE MAINTENANCE SPECIALIST
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	RESOURCE PLANNER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	OPERATIONS & MAINTENANCE ENGINEER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	OPERATIONS & MAINTENANCE ENGINEER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	RESOURCE PLANNER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING		PIP	PREDICTIVE MAINTENANCE SPECIALIST
POWER					

Hawaiian Electric Company, Inc.
Actual Filled Positions by Department and Position Title as of 12/31/08

VP Process Area	Department	Division	RA	Position Title
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	WORKING FOREMAN
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	CERT COMBINATION WELDER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	PIPEFITTER MECHANIC
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	CONDENSER CLEANER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	WORKING FOREMAN
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	CERT COMBINATION WELDER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	MACHINIST
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	INSULATOR 2ND YR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	INSULATOR 1ST YR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	INSULATOR 1ST YR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	CONDENSER CLEANER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	PIPEFITTER MECHANIC
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	CERT COMBINATION WELDER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	INSULATOR THEREAFTER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	MAINTENANCE HELPER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	CERT EQUIPMENT MECHANIC
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	CONTROL TECHNICIAN
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	PIPEFITTER MECHANIC
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	MAINTENANCE HELPER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	MAINTENANCE HELPER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	CERT EQUIPMENT MECHANIC
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	SR ELECTRICIAN
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	INSULATOR THEREAFTER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	SR ELECTRICIAN
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	CONTROL TECHNICIAN
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	CERT COMBINATION WELDER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	SUPV, MAINTENANCE
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	CONTROL TECHNICIAN
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	SUPV, MAINTENANCE
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	CONDENSER CLEANER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	MACHINIST
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	MACHINIST
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	INSULATOR THEREAFTER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	PIPEFITTER MECHANIC
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	MACHINIST
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	CONDENSER CLEANER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	SR SUPV, OVERHAULS
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	INSULATOR 2ND YR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	INSULATOR THEREAFTER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	INSULATOR THEREAFTER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	MACHINIST
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	MACHINIST
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	SR ELECTRICIAN
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	MACHINIST
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	CERT COMBINATION WELDER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	CONDENSER CLEANER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	SR ELECTRICIAN
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	SR ELECTRICIAN
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	INSULATOR 1ST YR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	INSULATOR 1ST YR

VP Process Area	Department	Division	RA	Position Title
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	WELDER 1/C THEREAFTER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	SR ELECTRICIAN
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	SR CONTROL MECHANIC
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	CONDENSER CLEANER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	ELECTRICIAN THEREAFTER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	CONDENSER CLEANER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	WELDER 1/C THEREAFTER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	MO CR&HVY EQUIP OPER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	CONTROL MECHANIC, 1ST YR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	CONDENSER CLEANER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	WAIU STATION MAINTENANCE	PIX	ELECTRICIAN 1ST YEAR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	WAIU STATION MAINTENANCE	PIX	SUPV, MAINTENANCE
POWER SUPPLY	POWER SUPPLY OPER & MAINT	WAIU STATION MAINTENANCE	PIX	CONTROL TECHNICIAN
POWER SUPPLY	POWER SUPPLY OPER & MAINT	WAIU STATION MAINTENANCE	PIX	MACHINIST
POWER SUPPLY	POWER SUPPLY OPER & MAINT	WAIU STATION MAINTENANCE	PIX	SR ELECTRICIAN
POWER SUPPLY	POWER SUPPLY OPER & MAINT	WAIU STATION MAINTENANCE	PIX	WORKING FOREMAN
POWER SUPPLY	POWER SUPPLY OPER & MAINT	WAIU STATION MAINTENANCE	PIX	PIPEFITTER MECHANIC
POWER SUPPLY	POWER SUPPLY OPER & MAINT	WAIU STATION MAINTENANCE	PIX	WORKING FOREMAN
POWER SUPPLY	POWER SUPPLY OPER & MAINT	WAIU STATION MAINTENANCE	PIX	CERT COMBINATION WELDER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	WAIU STATION MAINTENANCE	PIX	INSULATOR THEREAFTER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	WAIU STATION MAINTENANCE	PIX	PIPEFITTER MECHANIC
POWER SUPPLY	POWER SUPPLY OPER & MAINT	WAIU STATION MAINTENANCE	PIX	WORKING FOREMAN
POWER SUPPLY	POWER SUPPLY OPER & MAINT	WAIU STATION MAINTENANCE	PIX	MO CR&HVY EQUIP OPER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	WAIU STATION MAINTENANCE	PIX	MACHINIST
POWER SUPPLY	POWER SUPPLY OPER & MAINT	WAIU STATION MAINTENANCE	PIX	SUPV, MAINTENANCE
POWER SUPPLY	POWER SUPPLY OPER & MAINT	WAIU STATION MAINTENANCE	PIX	CONTROL TECHNICIAN
POWER SUPPLY	POWER SUPPLY OPER & MAINT	WAIU STATION MAINTENANCE	PIX	CERT COMBINATION WELDER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	WAIU STATION MAINTENANCE	PIX	SR ELECTRICIAN
POWER SUPPLY	POWER SUPPLY OPER & MAINT	WAIU STATION MAINTENANCE	PIX	PIPEFITTER MECHANIC
POWER SUPPLY	POWER SUPPLY OPER & MAINT	WAIU STATION MAINTENANCE	PIX	SR CONTROL MECHANIC
POWER SUPPLY	POWER SUPPLY OPER & MAINT	WAIU STATION MAINTENANCE	PIX	SR CONTROL MECHANIC
POWER SUPPLY	POWER SUPPLY OPER & MAINT	WAIU STATION MAINTENANCE	PIX	CONTROL TECHNICIAN
POWER SUPPLY	POWER SUPPLY OPER & MAINT	WAIU STATION MAINTENANCE	PIX	CERT COMBINATION WELDER
POWER SUPPLY	POWER SUPPLY OPER & MAINT	WAIU STATION MAINTENANCE	PIX	WELDER 1/C 1ST YR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	WAIU STATION MAINTENANCE	PIX	ELECTRICIAN 1ST YEAR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	WAIU STATION OPERATIONS	PIW	EQUIPMENT OPERATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	WAIU STATION OPERATIONS	PIW	EQUIPMENT OPERATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	WAIU STATION OPERATIONS	PIW	EQUIPMENT OPERATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	WAIU STATION OPERATIONS	PIW	EQUIPMENT OPERATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	WAIU STATION OPERATIONS	PIW	EQUIPMENT OPERATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	WAIU STATION OPERATIONS	PIW	EQUIPMENT OPERATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	WAIU STATION OPERATIONS	PIW	OPERATOR TRAINEE
POWER SUPPLY	POWER SUPPLY OPER & MAINT	WAIU STATION OPERATIONS	PIW	OPERATOR TRAINEE
POWER SUPPLY	POWER SUPPLY OPER & MAINT	WAIU STATION OPERATIONS	PIW	OPERATOR TRAINEE
POWER SUPPLY	POWER SUPPLY OPER & MAINT	WAIU STATION OPERATIONS	PIW	CONTROL OPERATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	WAIU STATION OPERATIONS	PIW	SUPV, SHIFT
POWER SUPPLY	POWER SUPPLY OPER & MAINT	WAIU STATION OPERATIONS	PIW	CONTROL OPERATOR

[illegible]

VP Process Area	Department	Division	RA	Position Title
POWER SUPPLY	POWER SUPPLY OPER & MAINT	WAIU STATION OPERATIONS	PIW	EQUIPMENT OPERATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	WAIU STATION OPERATIONS	PIW	EQUIPMENT OPERATOR
POWER SUPPLY	POWER SUPPLY OPER & MAINT	WAIU STATION OPERATIONS	PIW	OPERATOR TRAINEE
POWER SUPPLY	POWER SUPPLY OPER & MAINT	WAIU STATION OPERATIONS	PIW	POWER PLANT CLERK
POWER SUPPLY	POWER SUPPLY SERVICES	FUEL RESOURCES	PIF	DIR, FUEL RESOURCES
POWER SUPPLY	POWER SUPPLY SERVICES	FUEL RESOURCES	PIF	FUELS CONTRACTS ADMINISTRATOR
POWER SUPPLY	POWER SUPPLY SERVICES	FUEL RESOURCES	PIF	FUELS RECORDS CLERK
POWER SUPPLY	POWER SUPPLY SERVICES	FUEL RESOURCES	PIF	FUELS CONTRACTS ADMINISTRATOR
POWER SUPPLY	POWER SUPPLY SERVICES	FUELS INFRASTRUCTURE	PIJ	STAFF ENGINEER
POWER SUPPLY	POWER SUPPLY SERVICES	FUELS INFRASTRUCTURE	PIJ	DIR, FUELS INFRASTRUCTURE
POWER SUPPLY	POWER SUPPLY SERVICES	FUELS INFRASTRUCTURE	PIJ	STAFF ENGINEER
POWER SUPPLY	POWER SUPPLY SERVICES	POWER PURCHASE	PIC	DIR, POWER PURCHASE
POWER SUPPLY	POWER SUPPLY SERVICES	POWER PURCHASE	PIC	PWR PURCHASE CONTRACTS ADMIN
POWER SUPPLY	POWER SUPPLY SERVICES	POWER PURCHASE	PIC	ADMINISTRATIVE ASSISTANT
POWER SUPPLY	POWER SUPPLY SERVICES	POWER PURCHASE	PIC	PWR PURCHASE CONTRACTS ADMIN
POWER SUPPLY	POWER SUPPLY SERVICES	POWER PURCHASE	PIC	ADMINISTRATIVE ASSISTANT
POWER SUPPLY	POWER SUPPLY SERVICES	POWER PURCHASE	PIC	PWR PURCHASE CONTRACTS ADMIN
POWER SUPPLY	POWER SUPPLY SERVICES	SERVICES ADMINISTRATION	PIA	MGR, POWER SUPPLY SERVICES
POWER SUPPLY	POWER SUPPLY SERVICES	SERVICES ADMINISTRATION	PIA	SECRETARY
POWER SUPPLY	SYSTEM PLANNING	ADMINISTRATION	PXA	SECRETARY
POWER SUPPLY	SYSTEM PLANNING	ADMINISTRATION	PXA	MGR, SYSTEM PLANNING
POWER SUPPLY	SYSTEM PLANNING	GENERATION BIDDING	PXB	DIR, GENERATION BIDDING
POWER SUPPLY	SYSTEM PLANNING	GENERATION BIDDING	PXB	PROJECT MANAGER
POWER SUPPLY	SYSTEM PLANNING	GENERATION BIDDING	PXB	PROJECT MANAGER
POWER SUPPLY	SYSTEM PLANNING	GENERATION PLANNING	PYB	DIR, GENERATION PLANNING
POWER SUPPLY	SYSTEM PLANNING	GENERATION PLANNING	PYB	PLANNING ENGINEER
POWER SUPPLY	SYSTEM PLANNING	GENERATION PLANNING	PYB	PLANNING ENGINEER
POWER SUPPLY	SYSTEM PLANNING	GENERATION PLANNING	PYB	SR PLANNING ENGINEER
POWER SUPPLY	SYSTEM PLANNING	GENERATION PLANNING	PYB	SR PLANNING ENGINEER
POWER SUPPLY	SYSTEM PLANNING	GENERATION PLANNING	PYB	SR PLANNING ENGINEER
POWER SUPPLY	SYSTEM PLANNING	GENERATION PLANNING	PYB	SR PLANNING ENGINEER
POWER SUPPLY	SYSTEM PLANNING	TRANSMISSION PLANNING	PYT	LEAD TRANS PLNG ENGINEER
POWER SUPPLY	SYSTEM PLANNING	TRANSMISSION PLANNING	PYT	TRANS PLNG ENGINEER
POWER SUPPLY	SYSTEM PLANNING	TRANSMISSION PLANNING	PYT	LEAD TRANS PLNG ENGINEER
POWER SUPPLY	SYSTEM PLANNING	TRANSMISSION PLANNING	PYT	DIR, TRANSMISSION PLANNING
POWER SUPPLY	SYSTEM PLANNING	TRANSMISSION PLANNING	PYT	TRANS PLNG ENGINEER
POWER SUPPLY	SYSTEM PLANNING	TRANSMISSION PLANNING	PYT	TRANS PLNG ENGINEER
POWER SUPPLY	SYSTEM PLANNING	TRANSMISSION PLANNING	PYT	TRANS PLNG ENGINEER
POWER SUPPLY	VP POWER SUPPLY	VP POWER SUPPLY	P7V	VP POWER SUPPLY
POWER SUPPLY	VP POWER SUPPLY	VP POWER SUPPLY	P7V	MGR, RENEWABLE INTEGRATION
POWER SUPPLY	VP POWER SUPPLY	VP POWER SUPPLY	P7V	EXECUTIVE SECRETARY
PRESIDENT - HECO	CORPORATE AUDIT & COMPLIANCE	ADMINISTRATION	PNX	SECRETARY
PRESIDENT - HECO	CORPORATE AUDIT & COMPLIANCE	ADMINISTRATION	PNX	MGR, CORP AUDIT & COMPLIANCE
PRESIDENT - HECO	CORPORATE AUDIT & COMPLIANCE	ADMINISTRATION	PNX	IT AUDITOR
PRESIDENT - HECO	CORPORATE AUDIT & COMPLIANCE	INTERNAL AUDIT	PNA	DIR, INTERNAL AUDIT
PRESIDENT - HECO	CORPORATE AUDIT & COMPLIANCE	INTERNAL AUDIT	PNA	INTERNAL AUDITOR

VP Process Area	Department	Division	RA	Position Title
PRESIDENT - HECO	CORPORATE AUDIT & COMPLIANCE	INTERNAL AUDIT	PNA	SENIOR INTERNAL AUDITOR
PRESIDENT - HECO	CORPORATE AUDIT & COMPLIANCE	INTERNAL AUDIT	PNA	SENIOR INTERNAL AUDITOR
PRESIDENT - HECO	CORPORATE AUDIT & COMPLIANCE	INTERNAL AUDIT	PNA	INTERNAL AUDITOR
PRESIDENT - HECO	CORPORATE AUDIT & COMPLIANCE	INTERNAL AUDIT	PNA	INTERNAL AUDITOR
PRESIDENT - HECO	CORPORATE AUDIT & COMPLIANCE	INTERNAL AUDIT	PNA	INTERNAL AUDITOR
PRESIDENT - HECO	CORPORATE AUDIT & COMPLIANCE	INTERNAL AUDIT	PNA	INTERNAL AUDITOR
PRESIDENT - HECO	CORPORATE AUDIT & COMPLIANCE	INTERNAL AUDIT	PNA	PROJECT AIDE
PRESIDENT - HECO	PRESIDENTS OFFICE	PRESIDENTS OFFICE	P9P	PRESIDENT & CEO EMERITUS, HECO
SR VP ENERGY SOLUTIONS	SR VP ENERGY SOLUTIONS	SR VP ENERGY SOLUTIONS	P9S	EXECUTIVE SECRETARY
SR VP ENERGY SOLUTIONS	SR VP ENERGY SOLUTIONS	SR VP ENERGY SOLUTIONS	P9S	SR VP ENERGY SOLUTIONS & CTO
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	ADMINISTRATION	PAA	CONTROLLER
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	ADMINISTRATION	PAA	EXECUTIVE SECRETARY
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	ADMINISTRATION	PAA	DIR, FINANCIAL REPORTING COMPLIANCE
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	ADMINISTRATION	PAA	FINANCIAL SYSTEMS ANALYST
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	ADMINISTRATION	PAA	LEAD FUNCTIONAL ADMINISTRATOR
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	ADMINISTRATION	PAA	FINANCIAL SYSTEMS ANALYST
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	CORPORATE ACCOUNTING	PAC	LEAD CORPORATE ACCOUNTANT
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	CORPORATE ACCOUNTING	PAC	CORPORATE ACCOUNTANT
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	CORPORATE ACCOUNTING	PAC	CORPORATE ACCOUNTANT
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	CORPORATE ACCOUNTING	PAC	CORPORATE ACCOUNTANT
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	CORPORATE ACCOUNTING	PAC	CORPORATE ACCOUNTANT
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	CORPORATE ACCOUNTING	PAC	CORPORATE ACCOUNTANT
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	COST ACCOUNTING	PAD	ACCOUNTING CLERK II
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	COST ACCOUNTING	PAD	ACCOUNTS PAY & DISB CLERK
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	COST ACCOUNTING	PAD	DIR, COST ACCOUNTING
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	COST ACCOUNTING	PAD	DISBURSEMENT ACCOUNTANT
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	COST ACCOUNTING	PAD	INVOICE PAYMENT CLERK
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	COST ACCOUNTING	PAD	TIME & ATTENDANCE PAYROLL ADMIN
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	COST ACCOUNTING	PAD	PAYROLL ACCOUNTANT
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	COST ACCOUNTING	PAD	ACCOUNTING CLERK III
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	COST ACCOUNTING	PAD	ACCOUNTING CLERK III
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	COST ACCOUNTING	PAD	ACCOUNTING CLERK II
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	PROPERTY ACCOUNTING	PAT	ASSOCIATE PLANT ACCOUNTANT
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	PROPERTY ACCOUNTING	PAT	PLANT ACCOUNTING CLERK
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	PROPERTY ACCOUNTING	PAT	DIR, CORPORATE & PROPERTY ACCOUNTING
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	PROPERTY ACCOUNTING	PAT	PROPERTY ACCOUNTANT
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	PROPERTY ACCOUNTING	PAT	JOB ACCOUNTING CLERK
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	ADMINISTRATION	PEA	MGR, ITS & CIO
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	ADMINISTRATION	PEA	SECRETARY
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	CUSTOMER CARE	PEC	IT BUSINESS SOLUTIONS CONSULTANT
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	CUSTOMER CARE	PEC	IT PROGRAM MANAGER
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	CUSTOMER CARE	PEC	IT BUSINESS SOLUTIONS CONSULTANT
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	CUSTOMER CARE	PEC	DESKTOP SERVICES COORDINATOR
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	CUSTOMER CARE	PEC	IT INFRASTRUCTURE ANALYST
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	CUSTOMER CARE	PEC	IT FINANCE & VENDOR MGMT SPECIALIST
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	CUSTOMER CARE	PEC	DIR, IT CUSTOMER CARE
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	CUSTOMER CARE	PEC	IT BUSINESS SOLUTIONS CONSULTANT

VP Process Area		Department	Division	RA	Position Title
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	CUSTOMER CARE		PEC	IT FINANCE & VENDOR MGMT SPECIALIST
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	CUSTOMER CARE		PEC	PRINTER III
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	CUSTOMER CARE		PEC	IT PROJECT MANAGER
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	CUSTOMER CARE		PEC	IT FINANCE & VENDOR MGMT ANALYST
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	CUSTOMER CARE		PEC	DESKTOP TECH SPECIALIST
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	CUSTOMER CARE		PEC	RECORDS MANAGEMENT ANALYST
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	CUSTOMER CARE		PEC	IT PROJECT MANAGER
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	CUSTOMER CARE		PEC	DESKTOP TECH SPECIALIST
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	CUSTOMER CARE		PEC	IT CUSTOMER CARE ANALYST
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	CUSTOMER CARE		PEC	SUPV. OFFICE SERVICES
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	CUSTOMER CARE		PEC	DESKTOP TECH SPECIALIST
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	CUSTOMER CARE		PEC	INFO STOR EQUIP OPER
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	CUSTOMER CARE		PEC	SR WORD PROCESSING OPER
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	DEVELOPMENT SERVICES		PED	IT PROGRAM MANAGER
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	DEVELOPMENT SERVICES		PED	SR DEVELOPMENT ANALYST
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	DEVELOPMENT SERVICES		PED	DEVELOPMENT ANALYST
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	DEVELOPMENT SERVICES		PED	SR IT PROJECT MANAGER
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	DEVELOPMENT SERVICES		PED	DATABASE ANALYST
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	DEVELOPMENT SERVICES		PED	DEVELOPMENT ANALYST
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	DEVELOPMENT SERVICES		PED	DEVELOPMENT ANALYST
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	DEVELOPMENT SERVICES		PED	SR DEVELOPMENT ANALYST
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	DEVELOPMENT SERVICES		PED	IT PROJECT MANAGER
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	DEVELOPMENT SERVICES		PED	DIR. DEVELOPMENT SVCS
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	DEVELOPMENT SERVICES		PED	IT PROJECT MANAGER
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	DEVELOPMENT SERVICES		PED	DEVELOPMENT ANALYST
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	DEVELOPMENT SERVICES		PED	DEVELOPMENT SPECIALIST
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	DEVELOPMENT SERVICES		PED	IT PROGRAM MANAGER
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	DEVELOPMENT SERVICES		PED	SR DEVELOPMENT ANALYST
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	DEVELOPMENT SERVICES		PED	SR DEVELOPMENT ANALYST
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	DEVELOPMENT SERVICES		PED	DEVELOPMENT ANALYST
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	DEVELOPMENT SERVICES		PED	DEVELOPMENT ANALYST
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	DEVELOPMENT SERVICES		PED	DEVELOPMENT ANALYST
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	DEVELOPMENT SERVICES		PED	IT PROGRAM MANAGER
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	DEVELOPMENT SERVICES		PED	IT PROJECT MANAGER
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	DEVELOPMENT SERVICES		PED	DEVELOPMENT ANALYST
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	DEVELOPMENT SERVICES		PED	SR DEVELOPMENT ANALYST
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	DEVELOPMENT SERVICES		PED	DEVELOPMENT SPECIALIST
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	DEVELOPMENT SERVICES		PED	DATABASE ANALYST
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	DEVELOPMENT SERVICES		PED	DEVELOPMENT SPECIALIST
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	DEVELOPMENT SERVICES		PED	DEVELOPMENT ANALYST
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	DEVELOPMENT SERVICES		PED	DEVELOPMENT ANALYST
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	DEVELOPMENT SERVICES		PED	DEVELOPMENT ANALYST
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	DEVELOPMENT SERVICES		PED	SR DEVELOPMENT ANALYST
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	DEVELOPMENT SERVICES		PED	DEVELOPMENT ANALYST
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	DEVELOPMENT SERVICES		PED	DATABASE ANALYST
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	INFORMATION ASSURANCE		PEJ	INFORMATION ASSURANCE ANALYST
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	INFORMATION ASSURANCE		PEJ	DIR. INFORMATION ASSURANCE
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	INFORMATION ASSURANCE		PEJ	INFORMATION ASSURANCE ANALYST
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	INFRASTRUCTURE & OPERATIONS		PEI	SR DATA CENTER OPERATOR

VP Process Area	Department	Division	RA	Position Title
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	INFRASTRUCTURE & OPERATIONS	PEI	SR IT DATA CTR TECH ANALYST
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	INFRASTRUCTURE & OPERATIONS	PEI	IT PROJECT MANAGER
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	INFRASTRUCTURE & OPERATIONS	PEI	SR DATA CENTER OPERATOR
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	INFRASTRUCTURE & OPERATIONS	PEI	SR DATA CENTER OPERATOR
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	INFRASTRUCTURE & OPERATIONS	PEI	SR IT DATA CTR TECH ANALYST
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	INFRASTRUCTURE & OPERATIONS	PEI	SR DATA CENTER OPERATOR
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	INFRASTRUCTURE & OPERATIONS	PEI	IT PROGRAM MANAGER
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	INFRASTRUCTURE & OPERATIONS	PEI	TECHNICAL ANALYST
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	INFRASTRUCTURE & OPERATIONS	PEI	SUPV. DATA CENTER OPERATIONS
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	INFRASTRUCTURE & OPERATIONS	PEI	IT INFRASTRUCTURE ANALYST
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	INFRASTRUCTURE & OPERATIONS	PEI	SR DATA CENTER OPERATOR
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	INFRASTRUCTURE & OPERATIONS	PEI	DIR, IT INFRASTRUCTURE & OPNS
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	INFRASTRUCTURE & OPERATIONS	PEI	IT INFRASTRUCTURE ANALYST
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	INFRASTRUCTURE & OPERATIONS	PEI	SUPERVISOR, IT INFRASTRUCTURE SUPPORT
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	INFRASTRUCTURE & OPERATIONS	PEI	IT INFRASTRUCTURE ANALYST
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	INFRASTRUCTURE & OPERATIONS	PEI	IT INFRASTRUCTURE ANALYST
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	INFRASTRUCTURE & OPERATIONS	PEI	IT INFRASTRUCTURE ANALYST
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	INFRASTRUCTURE & OPERATIONS	PEI	IT INFRASTRUCTURE ANALYST
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	INFRASTRUCTURE & OPERATIONS	PEI	IT INFRASTRUCTURE ANALYST
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	INFRASTRUCTURE & OPERATIONS	PEI	IT INFRASTRUCTURE ANALYST
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	INFRASTRUCTURE & OPERATIONS	PEI	IT INFRASTRUCTURE ANALYST
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	INFRASTRUCTURE & OPERATIONS	PEI	IT SECURITY ADMINISTRATOR
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	INFRASTRUCTURE & OPERATIONS	PEI	IT SECURITY ADMINISTRATOR
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	MAILING SERVICES	PEM	MAIL CLERK
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	MAILING SERVICES	PEM	MAIL CLERK
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	MAILING SERVICES	PEM	MAIL CLERK
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	MAILING SERVICES	PEM	SUPV. MAILING SVCS
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	MAILING SERVICES	PEM	MAIL MACHINE OPERATOR
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	MAILING SERVICES	PEM	SR MAIL CLERK
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	MAILING SERVICES	PEM	MAILING SERVICES COORDINATOR
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	MAILING SERVICES	PEM	MAIL DRIVER
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	MAILING SERVICES	PEM	MAIL MACHINE OPERATOR
SR VP FINANCE & ADMIN	MANAGEMENT ACCTG & FIN SVCS	ADMINISTRATION	PKB	TREASURER
SR VP FINANCE & ADMIN	MANAGEMENT ACCTG & FIN SVCS	ADMINISTRATION	PKB	EXECUTIVE SECRETARY
SR VP FINANCE & ADMIN	MANAGEMENT ACCTG & FIN SVCS	ADMINISTRATION	PKB	FINANCIAL SYSTEMS ANALYST
SR VP FINANCE & ADMIN	MANAGEMENT ACCTG & FIN SVCS	ADMINISTRATION	PKB	ADMINISTRATIVE ASSISTANT
SR VP FINANCE & ADMIN	MANAGEMENT ACCTG & FIN SVCS	BUDGETS	PKC	MGMT ACCTG ANALYST
SR VP FINANCE & ADMIN	MANAGEMENT ACCTG & FIN SVCS	BUDGETS	PKC	MGMT ACCTG ANALYST
SR VP FINANCE & ADMIN	MANAGEMENT ACCTG & FIN SVCS	BUDGETS	PKC	MGMT ACCTG ANALYST
SR VP FINANCE & ADMIN	MANAGEMENT ACCTG & FIN SVCS	BUDGETS	PKC	DIR, BUDGETS
SR VP FINANCE & ADMIN	MANAGEMENT ACCTG & FIN SVCS	BUDGETS	PKC	MGMT ACCTG ANALYST
SR VP FINANCE & ADMIN	MANAGEMENT ACCTG & FIN SVCS	BUDGETS	PKC	MGMT ACCTG ANALYST
SR VP FINANCE & ADMIN	MANAGEMENT ACCTG & FIN SVCS	ERP ADMINISTRATION	PKM	SYSTEMS ADMINISTRATOR, ERP
SR VP FINANCE & ADMIN	MANAGEMENT ACCTG & FIN SVCS	ERP ADMINISTRATION	PKM	DIR, ERP ADMINISTRATION
SR VP FINANCE & ADMIN	MANAGEMENT ACCTG & FIN SVCS	ERP ADMINISTRATION	PKM	SYSTEMS ADMINISTRATOR, ERP
SR VP FINANCE & ADMIN	MANAGEMENT ACCTG & FIN SVCS	FINANCIAL ANALYSIS	PKF	DIR, FINANCIAL ANALYSIS
SR VP FINANCE & ADMIN	MANAGEMENT ACCTG & FIN SVCS	FINANCIAL ANALYSIS	PKF	SR FINANCIAL ANALYST
SR VP FINANCE & ADMIN	MANAGEMENT ACCTG & FIN SVCS	FINANCIAL ANALYSIS	PKF	SR FINANCIAL ANALYST
SR VP FINANCE & ADMIN	MANAGEMENT ACCTG & FIN SVCS	TREASURY	PKT	SECURITIES ADMINISTRATOR
SR VP FINANCE & ADMIN	MANAGEMENT ACCTG & FIN SVCS	TREASURY	PKT	TREASURY ANALYST

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Hawaiian Electric Company, Inc.
DOD-IR-93

		A	B	C	D	E
		Position Title 93.b	Anticipated hire date 93.c.1	Anticipated annual salary 93.c.2	Labor cost in test year, by account 93.c.3	Explanation of whether and why the labor cost is based on annualized labor cost, pro rated labor cost (e.g., based on anticipated date of hire thru 12/31/09) or some other method. 93.c.4
President's Office						
	Corporate Audit & Compliance	Summer Intern	Jun-09		920, \$15,218	Pro-rated, not planned for hire until June to work through December.
	President's Office	Executive Administrative Asst	Jun-09		920, \$57,786	Annualized, regular full-time position to be filled by the end of June (replacement).
		Administrator	1/5/09		920, \$82,139	Annualized, regular full-time position filled in January (replacement).
Sr. Exec VP VP-Corporate Excellence Compensation & Benefits Industrial Relations Safety, Security & Facilities Workforce Staffing & Development						
		OSH Specialist	1/19/09		925, \$77,812	Annualized, regular full-time position filled in January.
		Worker's Comp Coordinator	3/2/09		920, \$6,009; 925, \$20,972; 926, \$30,805	Annualized, regular full-time position starts March 2.
		Talent Assessment & Dev Specialist	1/26/09		920, \$75,589	Unbudgeted agency temp assisting with workload.
		Talent Assessment & Dev Coordinator	Mar-09		920, \$28,893	Annualized, regular part-time position to be filled in March.
		OD Consultant	2/6/09		920, \$68,006; 926, \$2,263; 9302, \$40	Unbudgeted agency temp assisting with workload.
		Corporate Mentor	Apr-09	N/A	920, \$60,552	Annualized, regular full-time position filled in February.
		Corporate Mentor	Apr-09	N/A	920, \$90,828	Pro-rated in test year update; six month rotation position; program currently in development.
		Corporate Mentor	Apr-09	N/A	920, \$90,828	Pro-rated in test year update; to coincide with planned program launch; program currently in development.
		Corporate Intern	Apr-09	N/A	920, \$73,344	Pro-rated in test year update; to coincide with planned program launch; program currently in development.
		Corporate Intern	Apr-09	N/A	920, \$73,344	Pro-rated in test year update; to coincide with planned program launch; program currently in development.
SVP-Finance & Administration General Accounting		Lead Corporate Accountant	4/1/09		920, \$62,567	Pro-rated in test year update based on hiring as of 4/1/09.
		IT Infrastructure Analyst	3/1/09			Annualized, regular full-time position to be filled in March (replacement).
		Development Analyst	1/5/09		See attachment 2a	Annualized, regular full-time position filled in January.
		Development Analyst	1/19/09		See attachment 2a	Annualized, regular full-time position filled in January.
VP-General Counsel Legal/Land and Rights of Way VP-Gen Counsel's Office		Development Analyst	2/17/09		See attachment 2a	Annualized, regular full-time position; starts February.
Sr. VP-Energy Solutions Customer Installations (move to VP Energy Delivery) Energy Projects (move to EVP Public Affairs) Technology (move to EVP Public Affairs) Sr. VP-Energy Solutions' Office						
VP-Management Accounting & Fin Svcs Risk Management Sr. VP Finance & Administration's Office		Sr. Financial Analyst	5/1/09		920, \$52,000	Pro-rated in test year update based on hiring as of 5/1/09.
		Management Accounting Analyst	2/17/09		920, \$75,668	Annualized, regular full-time position filled in February (replacement).

Hawaiian Electric Company, Inc.
DOD-IR-93

	A	B	C	D	E
	Position Title 93.b	Anticipated hire date 93.c.1	Anticipated annual salary 93.c.2.2	Labor cost in test year, by account 93.c.3	Explanation of whether and why the labor cost is based on annualized labor cost, pro rated labor cost (e.g., based on anticipated date of hire thru 12/31/09) or some other method. 93.c.4
VP-Customer Solutions ¹					
Customer Service (receive from SVP Operations)					
Customer Technology Applications					
Energy Services ¹	Planning Analyst	Mar-09		\$86, \$10,957; 910, \$54,833	Annualized, regular full time position to be filled in March.
**Test Year includes a CEP Analyst that was adjusted from incremental to Base in the 2009 TY Rate Case. Refer to HECO T-10, page 9 of 79 and HECO-1006 exhibit. This position is included in the 2009 TY Counts, but not reflected in 2008 actual base staffing counts since this filled position (from 1989) is still treated as incremental until a 09 TY Rate Case decision is reached. This position is technically considered a filled position for purposes of answering DOD-93 (b) but count needs to be factored in to reconcile to the 50 employee count per Customer Solutions 09 TY RC employee count.	Lead Management Engineer	1/19/09		910, \$72,254	Annualized, regular full time position filled in January.
Forecast & Research	Rate Analyst	Mar-09		910, \$993; 920, \$61,972	Annualized, regular full time position to be filled in March.
Integrated Resource Planning	Rate Analyst	Mar-09		920 \$75,589	Annualized, regular full time position to be filled in March.
Marketing Services	CEP Analyst (**)	See (**)	See (**)	See (**)	See (**)
VP-Customer Solutions' Office	Account Manager	Mar-09		910, \$75,589	Annualized, regular full time position to be filled in March.
VP-Operations					
Customer Service (dept. moved under to VP Customer Solutions)					
Sr. VP-Operations' Office					
VP-Energy Delivery					
Asset Management	Director - Asset Programs	Jul-09		184060, \$38,572	Pro-rated in test year update based on hiring in July 2009.
Construction & Maintenance	Program Manager - Underground	Feb-09		184060, \$42,295	Annualized, regular full-time position to be filled in February.
	Program Manager - Overhead	Jul-09		184060, \$42,295	Pro-rated in test year update based on hiring in July 2009.
	Resource Planner	1/5/09		184060, \$65,372	Annualized, regular full-time position filled in January.
	Truck Driver	2/2/09	\$50,600	No O&M impact	Annualized, regular full-time position filled in February.
Customer Installations (dept. moved from SVP Energy Solutions)	Senior Supervising Engineer	Apr-09		\$88, \$1,562	Annualized, regular full-time position to be filled by the end of April.
	Customer Designer	1/5/09		910, \$273; \$84, \$1,637; \$83, \$364; \$87, \$1410;	Annualized, regular full-time position filled in early January.
	AMI Systems Administrator	3/2/09		\$88, \$455	Annualized, regular full-time position, starts March 2.
	AMI Systems Engineer	2/2/09		\$87, \$55,056	Annualized, regular full-time position filled in early February.
	AMI Systems Engineer	Apr-09		\$87, \$56,056	Annualized, regular full-time position to be filled by the end of April.
Engineering	AMI Project Engineer	Apr-09		\$87, \$66,056	Annualized, regular full-time position to be filled by the end of April.
	Distribution Ping Engineer	1/5/09		184060, \$48,390	Annualized, new regular full-time position filled 1/5/09
	Engineer II, Structural	Feb-09		184060, \$24,435	Annualized, regular full-time vacancy (replacement)
	Project Manager	3/2/09		184060, \$28,434	Annualized, regular full-time vacancy (replacement)
	Engineer II, T&D Engineering	Feb-09		184060, \$30,511	Annualized, regular full-time vacancy (replacement)
Support Services	Statistical Clerk	Mar-09	\$58,500	184060, \$36,536	Annualized, regular full-time vacancy (replacement)
	Buyer	1/5/09		920, \$63,520	Annualized, regular full time position filled in January.
	Automotive Mechanic	3/31/09	\$63,400	184110, \$60,185	Annualized, regular full time position to be filled in March; fleet employees to incur offsetting (add'l) OT until replacement mechanic is hired
System Operation	Trouble Dispatcher	2/17/09	\$76,300	184060, \$8,523; \$81, \$80,502	Annualized, regular full-time vacancy (replacement) filled in February.
	Trouble Dispatcher	Feb-09	\$76,300	184060, \$8,523; \$81, \$80,502	Annualized, regular full-time vacancy (replacement), offer accepted.
	Systems Engineer	2/2/09		\$61, \$40,031; \$81, \$28,567; 184060, \$1,595; \$88, \$519	Annualized, regular full-time vacancy (replacement) filled in February.
	Predictive Maintenance Specialist	Mar-09		\$91, \$32,182; \$62, \$32,182; \$70, \$10,727; \$92, \$10,727; \$66, \$239; \$81, \$383	Annualized, regular full-time vacancy (replacement); to be filled in March.
VP-Energy Delivery's Office	Operations Planning Superintendent	Mar-09		184060, \$55,866	Annualized, regular full-time vacancy (replacement); to be filled in March.

Hawaiian Electric Company, Inc.
DOD-IR-93

A		B	C	D	E
Position Title 93 b		Anticipated hire date 93.c.1	Anticipated annual salary 93.c.2 *	Labor cost in test year, by account 93.c.3	Explanation of whether and why the labor cost is based on annualized labor cost, pro rated labor cost (e.g., based on anticipated date of hire thru 12/31/09) or some other method. 93.c.4
VP-Power Supply					
	**A total of 49 positions is listed to be filled under VP-Power Supply. This differs from the variance of 44 in CA-IR-290 because of overstaffing in other positions. 3 The actual staff count variance is 44 as of 12/31/08, as reflected in CA-IR-290.				
Environmental					
Power Supply Engineering					
Power Supply Operations & Maintenance	Senior Staff Engineer	Jun-09		184050, \$10,337; 51202, \$67,846	Annualized, regular full-time position anticipated to be filled in June.
	Engineer II	1/19/09		184050, \$11,121	Annualized, regular full-time position filled in January.
	Engineer II	1/12/09		184050, \$3,178	Annualized, regular full-time position filled in January.
	Budget Analyst	Apr-09		184050, \$571,673	Annualized, regular full-time position to be filled in April.
	Technical Trainer	Apr-09		184050, \$59,525; 506020, \$18,238	Annualized, regular full-time position filled in February.
	Technical Trainer	Apr-09		184050, \$59,525; 506020, \$18,238	Annualized, regular full-time position filled in February.
	PSRO Prog Manager	02/16/09		184, \$43,187; 506020, \$45,264	Annualized, regular full-time position to be filled in March.
	MBO Coordinator	Mar-09		184050, \$5,027; 514030, \$80,813	Annualized, regular full-time position to be filled in March.
	Kahe Senior Shift Suprv	01/05/09		184050, \$10,868; 502030, \$91,494	Annualized, regular full-time position filled in January.
	CIP Shift Supervisor	01/05/09		184050, \$6,391; 5481, \$46,579	01/05/09 filled. CIP C-T1 in service 7/31/09. Hours reflective of 1st yr cost and not full year (O&M) hours.
	CIP Operators	Mar-09	\$76,300	184050, \$5380, 5481, \$31,026	Mar-09. CIP CT-1 in service 7/31/09. Hours reflective of 1st yr hours and not full year (O&M) hours.
	CIP Operators	Mar-09	\$76,300	184050, \$5380; 5481, \$31,026	Mar-09. CIP CT-1 in service 7/31/09. Hours reflective of 1st yr hours and not full year (O&M) hours.
	CIP Operators	Mar-09	\$76,300	184050, \$5380; 5481, \$31,026	Mar-09. CIP CT-1 in service 7/31/09. Hours reflective of 1st yr hours and not full year (O&M) hours.
	CIP Operators	Mar-09	\$76,300	184050, \$5380; 5481, \$31,026	Mar-09. CIP CT-1 in service 7/31/09. Hours reflective of 1st yr hours and not full year (O&M) hours.
	CIP Operators	Mar-09	\$76,300	184050, \$5380; 5481, \$31,026	Mar-09. CIP CT-1 in service 7/31/09. Hours reflective of 1st yr hours and not full year (O&M) hours.
	CIP Operators	Mar-09	\$76,300	184050, \$5380; 5481, \$31,026	Mar-09. CIP CT-1 in service 7/31/09. Hours reflective of 1st yr hours and not full year (O&M) hours.
	PDM Specialist	01/05/09	\$73,800	184050, \$4,556; 512030, \$70,779	Annualized, regular full-time position to be filled in January.
	Pipefitter Mechanic	Jun-09	\$74,500	184050, \$3,055; 512030, \$102,188	Annualized, regular full-time position to be filled in June.
	Control Technician	Jun-09	\$74,500	184050, \$3,055; 512030, \$102,188	Annualized, regular full-time positions to be filled in June.
	Control Technician	Jun-09	\$74,500	184050, \$3,055; 512030, \$102,188	Annualized, regular full-time positions to be filled in June.
	Travel Maint Outage Coordinator	Mar-09		184050, \$7,260; 514020, \$6,049; 512030,	Annualized, regular full-time position to be filled in March.
	Travel Clerk	Feb-09	\$38,800	\$87,108	Annualized, regular full-time position to be filled in February.
	Machinist	Apr-09	\$72,400	184050, \$2,129; 506030, \$49,716	Annualized, regular full-time position to be filled in April.
	Machinist	Jun-09	\$74,400	184050, \$3211; 506020, \$774; 513030, \$95,704	Annualized, regular full-time position to be filled in June.
	Pipefitter Mechanic	Apr-09	\$73,800	184050, \$4,033; 506020, \$2,109; 512030,	Annualized, regular full-time position to be filled in April.
	Pipefitter Mechanic	Jun-09	\$73,800	\$80,604	Annualized, regular full-time position to be filled in June.
	Control Technician	Jun-09	\$74,500	184050, \$3,341; 506020, \$6,038; 553, \$75,883	Annualized, regular full-time positions to be filled in June.
	Control Technician	Jun-09	\$74,500	184050, \$3,341; 506020, \$6,038; 553, \$75,883	Annualized, regular full-time positions to be filled in June.
	Insulator	Mar-09	\$53,300	184050, \$4033; 506020, \$2109; 512030,	Annualized, regular full-time position to be filled in March.
	Pipefitter Mechanic	01/12/09	\$73,800	\$80,604	Annualized, regular full-time position filled in January.
	Control Technician	Jun-09	\$74,500	184050, \$3,412; 512020, \$97,796	Annualized, regular full-time positions to be filled in June.
	Control Technician	Jun-09	\$74,500	184050, \$3,412; 512020, \$97,796	Annualized, regular full-time positions to be filled in June.
	Control Technician	Jun-09	\$74,500	184050, \$3,412; 512020, \$97,796	Annualized, regular full-time positions to be filled in June.
	CIP Maintenance Supervisor	01/05/09		184050, \$35,099; 184050, \$21,256	01/05/09 filled. CIP CT-1 in service date 7/31/09. Hours reflective of 1st yr hours and not full year (O&M) hours.
	Elec Working Foreman	Feb-09	\$79,700	184050, \$10,935; 5481, \$37,474	Feb-09. CIP CT-1 in service date 7/31/09. Hours reflective of 1st year hours and not full year (O&M) hours.
	Working Foreman	Feb-09	\$79,700	184050, \$10,935; 5481, \$37,474	Feb-09. CIP CT-1 in service date 7/31/09. Hours reflective of 1st year hours and not full year (O&M) hours.
	Sr. Electrician	Mar-09	\$73,800	184050, \$10,935; 5481, \$37,474	Mar-09. CIP CT-1 in service date 7/31/09. Hours reflective of 1st year hours and not full year (O&M) hours.

Hawaiian Electric Company, Inc.
DOD-IR-93

	A	B	C	D	E
	Position Title 93 b	Anticipated hire date 93 c.1	Anticipated annual salary 93 c.2	Labor cost in test year, by account 93 c.3	Explanation of whether and why the labor cost is based on annualized labor cost, pro-rated labor cost (e.g., based on anticipated date of hire thru 12/31/09) or some other method, 93 c.4
	Control Technician	Feb-09	\$74,500	184050, \$10,935; 5481, \$37,474	Feb-09, CIP CT-1 in service date 7/31/09. Hours reflective of 1st year hours and not full year (O&M) hours.
	Control Technician	Feb-09	\$74,500	184050, \$10,935; 5481, \$37,474	Feb-09, CIP CT-1 in service date 7/31/09. Hours reflective of 1st year hours and not full year (O&M) hours.
	Sr. CT & Diesel Mech	Apr-09	\$72,400	184050, \$10,935; 5481, \$37,474	Apr-09, CIP CT-1 in service date 7/31/09. Hours reflective of 1st year hours and not full year (O&M) hours.
	Clerk/Warehouseman	Mar-09	\$38,800	184050, \$24,618; 5481, \$24,394	Mar-09, CIP CT-1 in service date 7/31/09. Hours reflective of 1st year hours and not full year (O&M) hours.
Power Supply Services	HCEI Dir RE Power Purchase	Feb-09		557, \$83,580	Annualized, regular full-time position to be filled in February.
	Renew Energy Contract Administrator	Apr-09		557, \$76,971	Prorated in test year update, regular full-time position based on hiring in April.
	Lead Transmission Planning Engineer	1/26/09		557, \$3,584; 184050, \$24,240; 920, \$478, 549, \$1,195; 566, \$4,779	Annualized, regular full-time position filled in January.
System Planning	Renewable Energy Engineer	2/2/09		546, \$38,161	Annualized, regular full-time position to be filled in February.
	Renewable Energy Engineer	2/2/09		546, \$31,787	Prorated in test year update, regular full-time position based on March hiring date; however, filled in February.
	Planning Engineer	2/2/09		500020, \$34,831; 920, \$6,335	Annualized, regular full-time position filled in February.
	Planning Engineer	2/2/09		500020, \$34,831; 920, \$6,335	Annualized, regular full-time position filled in February.
	Director, Renewable Energy Planning	3/25/09		546, \$42,130	Prorated in test year update, regular full-time position based on hiring in March; candidate starts in March.
	Senior Renewable Energy Engineer	4/1/09		546, \$36,547	Prorated in test year update, regular full-time position based on hiring in April.
Exec. VP-Public Affairs					
	Director, Corporate Planning	2/2/09		920, \$97,791	Annualized, regular full-time position filled in February.
Energy Projects (dept. moved from SVP Energy Solutions)	Sr Technical Services Engineer	Jul-09		184050, \$14,380; 920, \$4,446; 840, \$16,674	Prorated in test year update, new full-time position based on hiring in July 2009.
	Sr Technical Services Engineer	Jul-09		184050, \$14,380; 920, \$4,446; 840, \$16,674	Prorated in test year update, new full-time position based on hiring in July 2009.
Government Relations (moved under VP Gov't & Community Affairs)					
Integrated Resource Planning					
Technology (Dept. moved from SVP Energy Solutions)					
EVP-Public Affairs' Office					
VP-Corporate Relations					
Corporate Communications					
VP-Corporate Relations' Office					
VP-Government & Community Affairs					
Education & Consumer Affairs					
Governmental Relations (receive from EVP Public Affairs)					
Regulatory Affairs	Sr Regulatory Analyst	6/1/09		920, \$25,170	Annualized, regular full-time position to be filled by June; lack of qualified candidates.
VP-Gov't & Comm Affairs' Office					

¹Employee counts include interns and temporary employees on HECO payroll, but exclude employees covered under the DSM surcharge adjustment docket from all years.
²Market rate used for merit employees. The actual salary may differ depending on several factors, such as the candidate's experience and qualifications, the salary expectations, or the difficulty experienced in recruitment. If a candidate is an internal hire, he or she will generally transfer at their current salary, but a promotion could also include a salary increase. A fully qualified external hire is usually hired at below market rate.
³Overstaffing occurs when a department may have more than one person than is budgeted in an established position. Usually this is temporary in nature and done to cover peak work or where there is frequent turnover. Also, a replacement may be hired before a position is vacated for the purpose of training during the overlap. In cases such as these, a department may show a higher staffing level than the actual number of positions for which they have budgeted.

**ITS LABOR - O&M portion
for four (4) positions**

Acct	Total
549	\$952.40
500020	\$2,646.01
502010	\$2,804.81
502020	\$3,659.15
502030	\$5,075.65
505030	\$360.48
506010	\$1,295.81
506020	\$7,731.18
501410	\$185.00
512030	\$548.65
513030	\$329.11
514020	\$11,397.87
514030	\$1,752.76
561	\$23.82
562	\$97.27
563	\$94.09
566	\$3,796.11
570	\$59.95
571	\$128.63
572	\$0.79
581	\$5,113.36
582	\$142.52
583	\$125.85
584	\$138.95
586	\$2,311.33
588	\$21,956.09
592	\$72.25
593	\$224.70
594	\$219.94
598	\$2,691.26
901	\$31,053.74
902	\$1,085.80
903	\$4,915.65
910	\$8,768.94
921	\$113,771.07
924	\$1,138.60
925	\$4,280.06
9302	\$1,206.88
926000	\$288.62
926010	\$1,116.76
184050	\$15,381.10
184060	\$29,090.74
184080	\$0.00
184110	\$1,043.10
	\$289,076.85
Total for 4 ITS Positions	

DOD-IR-94

- (a) Please update each HECO rate base schedule to reflect actual 12/31/08 amounts as the starting amounts for the 2009 test year.
- (b) Please also identify, quantify and explain each change to 2009 projections affecting rate base accounts.

HECO Response:

- a. The Company respectfully objects to “update each HECO rate base schedule to reflect actual 12/31/08 amounts” as it would be unduly burdensome and repetitious to update all rate base schedules that included December 31, 2008 amounts. (An update exercise was submitted in December 2008 in the Rate Case Update, including plant addition and rate base updates.) In lieu of updating each rate base schedule, the Company will provide Attachment 1 containing December 31, 2008 recorded amounts adjacent to a column from HECO-1801 containing December 31, 2008 estimated amounts (reflected in the Rate Case Update) for comparison purposes.

HECO had considered updating the 2008 year-end balances to reflect year-end actuals, and to update 2009 additions to the balances, once the year-end actuals became available. However, HECO was asked by the Consumer Advocate, and HECO agreed, to update these amounts prior to the end of 2008 to provide the parties with more opportunity to review the updates.

- b. Any changes to 2009 projections affecting rate base accounts are explained by HECO's witnesses in their respective sections of the HECO Rate Case Update.

Hawaiian Electric Company, Inc.
Recorded 2008 Balances vs. Estimated 2008 Balances
(\$ in thousands)

Investment in Assets	Recorded	Estimated ⁽¹⁾	HECO ⁽¹⁾
<u>Serving Customers</u>	<u>12/31/2008</u>	<u>12/31/2008</u>	<u>Reference</u>
Net Cost of Plant in Service	1,365,578	1,528,559	1802*
Property Held for Future Use	2,331	2,331	1705
Fuel Inventory	53,546	80,152	505
Materials & Supplies Inventories (2)	16,391	16,015	1803
Unamortized Net SFAS 109			
Regulatory Asset	57,753	58,041	1606*
Unamortized System Development Costs	4,684	4,568	1117*
RO Water Pipeline Regulatory Asset	0	0	1121
ARO Regulatory Asset (4)	8	13	1804
Working Cash at Current Effective Rates (3)	41,496	41,496	1806*
Total Investments in Assets	1,541,787	1,731,175	
<u>Funds from Non-Investors</u>			
Unamortized CIAC	178,757	180,184	1805*
Customer Advances	947	888	1707
Customer Deposits	8,200	7,907	902*
Accumulated Deferred Income			
Taxes	132,510	130,002	1605*
Unamortized Investment Tax Credit	30,103	36,017	1604*
Unamortized Gain on Sales (4)	1,345	1,364	1120
Pension Regulatory Liability	3,051	3,051	1124
OPEB Regulatory Liability	777	777	1125
Total Deductions	355,690	360,190	

NOTE: Totals may not add exactly due to rounding.

* Per Rate Case Update

Note (1): Estimated 2008 balances per Rate Case Update, HECO T-18, page 3 of 23.

Note (2): 2008 Recorded balance does not reflect working cash adjustment as discussed in HECO T-18 or shown on HECO-1803.

Note (3): Working cash presented is not revised and is as shown in the Rate Case Update, HECO T-18, page 3 of 23.

Note (4): Correction to original Recorded 12/31/08 value reflected in 3/2/09 response.

DOD-IR-94

- (a) Please update each HECO rate base schedule to reflect actual 12/31/08 amounts as the starting amounts for the 2009 test year.
- (b) Please also identify, quantify and explain each change to 2009 projections affecting rate base accounts.

HECO Response:

- a. The Company respectfully objects to “update each HECO rate base schedule to reflect actual 12/31/08 amounts” as it would be unduly burdensome and repetitious to update all rate base schedules that included December 31, 2008 amounts. (An update exercise was submitted in December 2008 in the Rate Case Update, including plant addition and rate base updates.) In lieu of updating each rate base schedule, the Company will provide Attachment 1 containing December 31, 2008 recorded amounts for Investment in Assets components and Funds from Non-Investor components adjacent to those same components from T-23 Rate Case Update, Attachment 4, page (December 31, 2008 estimate for Base Case – Current Effective Rates) and T-18 Rate Case Update page 4 (December 31, 2008 estimate for Full Cost – Current Effective Rates) for comparison purposes.

HECO had considered updating the 2008 year-end balances to reflect year-end actuals, and to update 2009 additions to the balances, once the year-end actuals became available. However, HECO was asked by the Consumer Advocate, and HECO agreed, to update these amounts prior to the end of 2008 to provide the parties with more opportunity to review the updates.

HECO supplemented its response to DOD-IR-94 with an additional Base Case scenario to show a more accurate comparison of recorded to estimated – both Base Case

and recorded scenarios do not include CIP CT1 costs in the beginning of the test year balance. (The Full Cost scenario includes CIP CT1 costs in the December 31, 2008 estimated amount.) HECO also provides the Current Effective Rates view of the Full Cost scenario (T-18 Rate Case Update page 4), instead of the Present Rates view (T-18 Rate Case Update page 3) submitted in the revised response.

- b. Any changes to 2009 projections affecting rate base accounts are explained by HECO's witnesses in their respective sections of the HECO Rate Case Update.

Hawaiian Electric Company, Inc.
Recorded 2008 Balances vs. Estimated 2008 Balances (Full Cost and Base Case)
(\$ in thousands)

	Recorded	Base Case	Full Cost
	12/31/2008	Estimated (1)	Estimated (2)
Investment in Assets			
Serving Customers			
Net Cost of Plant in Service	1,365,578	1,373,259	1,528,559
Property Held for Future Use	2,331	2,331	2,331
Fuel Inventory	53,546	80,152	80,152
Materials & Supplies Inventories (3)	16,391	16,015	16,015
Unamortized Net SFAS 109			
Regulatory Asset	57,753	58,041	58,041
Unamortized System Development Costs	4,684	4,568	4,568
RO Water Pipeline Regulatory Asset	0	0	0
ARO Regulatory Asset (4)	8	13	13
 Funds from Non-Investors			
Unamortized CIAC	178,757	180,184	180,184
Customer Advances	947	888	888
Customer Deposits	8,200	7,907	7,907
Accumulated Deferred Income			
Taxes	132,510	132,241	130,002
Unamortized Investment Tax Credit	30,103	30,264	36,017
Unamortized Gain on Sales (4)	1,345	1,364	1,364
Pension Regulatory Liability	3,051	3,051	3,051
OPEB Regulatory Liability	777	777	777

NOTE: Totals may not add exactly due to rounding.

Note (1): Estimated 2008 balances (Beginning Balance) per Rate Case Update, HECO T-23, Attachment 4, page 3 of 13. (Base Case scenario)

Note (2): Estimated 2008 balances per Rate Case Update, HECO T-18, page 4 of 23. (Full Cost scenario)

Note (3): 2008 Recorded balance does not reflect any working cash adjustment as discussed in HECO T-18 or shown on HECO-1803.

Note (4): Correction to original Recorded 12/31/08 value reflected in 3/2/09 response.

Hawaiian Electric Company, Inc.
Recorded 2008 Balances vs. Estimated 2008 Balances
(\$ in thousands)

Investment in Assets	Recorded	Estimated ⁽¹⁾	HECO ⁽¹⁾
Serving Customers	12/31/2008	12/31/2008	Reference
Net Cost of Plant in Service	1,365,578	1,528,559	1802*
Property Held for Future Use	2,331	2,331	1705
Fuel Inventory	53,546	80,152	505
Materials & Supplies Inventories (2)	16,391	16,015	1803
Unamortized Net SFAS 109			
Regulatory Asset	57,753	58,041	1606*
Unamortized System Development Costs	4,684	4,668	1117*
RO Water Pipeline Regulatory Asset	0	0	1121
ARO Regulatory Asset	13	13	1804
Working Cash at Current Effective Rates (3)	41,496	41,496	1806*
Total Investments in Assets	1,541,792	1,731,175	
Funds from Non-Investors			
Unamortized CIAC	178,757	180,184	1805*
Customer Advances	947	888	1707
Customer Deposits	8,200	7,907	902*
Accumulated Deferred Income			
Taxes	132,510	130,002	1605*
Unamortized Investment Tax Credit	30,103	36,017	1604*
Unamortized Gain on Sales	1,340	1,364	1120
Pension Regulatory Liability	3,051	3,051	1124
OPEB Regulatory Liability	777	777	1125
Total Deductions	355,685	360,190	

NOTE: Totals may not add exactly due to rounding.

* Per Rate Case Update

Note (1): Estimated 2008 balances per Rate Case Update, HECO T-18, page 3 of 23.

Note (2): 2008 Recorded balance does not reflect working cash adjustment as discussed in HECO T-18 or shown on HECO-1803.

Note (3): Working cash presented is not revised and is as shown in the Rate Case Update, HECO T-18, page 3 of 23.

DOD-IR-95

Provide a detailed trial balance showing the amount in each account and sub-account as of 12/31/08.

HECO Response:

See HECO Response to CA-IR-271 in this proceeding.

DOD-IR-96

- (a) Please identify, by amount and account, all consultant costs that HECO has included in 2009 expenses.
- (b) For each item identified in response to part a, please also provide the following information:
 - (1) a copy of the related contract,
 - (2) an explanation of the scope of work,
 - (3) the total anticipated charges by calendar year,
 - (4) a description of any amortization period proposed by HECO;
 - (5) a description of whether and how the consulting services provide any benefits to HECO's affiliates; and
 - (6) calculations showing the allocation of such costs between HECO and its affiliates.

HECO Response:

HECO objects to this information request as unduly burdensome, onerous and overly-broad to the extent that it requests "all consultant costs that HECO has included in 2009 expenses." (As described below and in some of the witnesses' responses to this information request, the witnesses and/or their support staffs had to review voluminous information and spend significant amounts of time in order to respond to this information request.) In addition, HECO objects to the information request as it is vague and ambiguous to the extent that the term "consultant" is not defined in the request. Without waiving the foregoing objections, HECO provides the following response.

For purposes of responding to this information request, HECO uses the term "consultant costs" to mean estimated test year expenses for specialists in discrete areas of expertise who provide consulting services, as opposed to independent contractors providing services of a more general nature. Consulting services generally require independent analysis, judgment, technical knowledge, experience and practical application and expertise in the area of work for which a consultant is engaged. A consultant's work product often reflects the consultant's opinion, and

provides recommendations to HECO on what actions should be taken, how the actions should be implemented and what the expected outcomes are (if applicable). In contrast, a service provider generally performs work pursuant to a contract, for instance, where HECO lacks the internal resources to complete those tasks. Some level of specialized skill may be required, however, this skill does not necessarily reflect in depth review and independent thinking required of a consultant. The work that is done by a service contractor may be overseen and administered by a HECO representative who would make the final decision on the content and completeness of the work product.

The HECO budget includes expenses for several types of outside services, including contract labor, such as tree-trimming, services by vendors with special resources or expertise that HECO does not have in-house, and consultants who offer expert advice and possible solutions and improvements to HECO on various specialized and technical matters. There is no discrete accounting category for “consultants”. Rather, expense estimates for consulting services are contained in several different expense elements along with expense estimates for all other outside services. The witnesses (and/or their support staff) had to review voluminous accounting entries for outside services expenses to determine what each outside service was being used for and which outside services were “consultants” as defined above. (For example, for the HECO T-8 response to this information request, the witness and support staff spent approximately 32 hours reviewing outside services Expense Element entries and locating and reviewing the underlying documents to determine which expense estimates were for consulting services.)

HECO has different types of contracts that it enters into that result in what may be considered “consultant costs”. For example, HECO has two standard form contracts for consulting work: A Consultant Services Agreement (“CSA”) (used for a single matter) and a

Consulting Services Master Agreement (“CSMA”) (used to facilitate hiring the consultant for multiple matters over time). Under the CSMA, work is contracted by issuing a Work Authorization, which incorporates the terms of the CSMA. The Work Authorization specifies the special terms relating to the particular work, such as the compensation, the scope of the work and the completion date. These consultant services agreements are used for professional consulting services, such as engineering, financial, environmental, project and business management and other consulting services. On occasion, HECO may utilize a consultant’s form of contract, such as when the consultant has specialized industry terms or practices that would not ordinarily be captured in HECO’s standard forms without extensive revisions. Consultant-version contracts will be reviewed by HECO’s Legal Department.

For all consulting work, a purchase order or service order number will be generated to facilitate payment, but the purchase order or service order do not modify the terms of the CSA or CSMA. It is also possible that some work that could be considered consulting work might be included in work performed under other HECO contracts (construction, short form or general services contracts), but those contracts are not intended to be used when the primary service is consulting services.

DOD-IR-97 asked about the contracts entered into for the provision of legal services. While some of these contracts for legal services may be considered consulting contracts, they will not be included as part of this response since they will be addressed in the response to DOD-IR-97.

The contracts are initially being provided under the protective order in this docket. Some of the information in the contracts (e.g., the rates charged) are deemed to be confidential,

proprietary information by the service provider, as well as by the HECO Companies. Public release of the information would be harmful to their competitive positions as providers or recipients of such services. At this time it is impracticable to redact only the confidential information so the contracts in their entirety are being submitted pursuant to the protective order. HECO will continue to have discussions with its consultants concerning the confidential treatment of the contracts, and if it is subsequently determined that parts of the contracts are not confidential, HECO will re-file the contracts (with the confidential information redacted to the extent practicable) and designate them as not being subject to the protective order in this docket. However, in order to submit this information at this time, HECO is filing the contracts pursuant to the protective order in this docket.

The requested information is voluminous and available for inspection at HECO's Regulatory Affairs Division office, Suite 1301, Central Pacific Plaza, 220 South King Street, Honolulu, Hawaii. Please contact Dean Matsuura at 543-4622 to make arrangements to inspect the requested information. An electronic version of the requested information is being provided on a compact disc.

DOD-IR-97

- (a) Please identify, by amount and account, all legal costs that HECO has included in 2009 expenses.
- (b) For each item identified in response to part a, please also provide the following information:
 - (1) a copy of the related contract,
 - (2) an explanation of the scope of work,
 - (3) the total anticipated charges by calendar year,
 - (4) a description of any amortization period proposed by HECO;
 - (5) a description of whether and how the consulting services provide any benefits to HECO's affiliates; and
 - (6) calculations showing the allocation of such costs between HECO and its affiliates.

HECO Response:

The HECO witnesses provide their responses to DOD-IR-97 as set forth in the following pages. With respect to subpart b(1) of this information request, HECO objects to providing "a copy of the related contract" for "all legal costs that HECO has included in 2009 expenses" as the disclosure of the written arrangements with HECO's outside attorneys, which contain the terms and conditions (including rates being charged) under which the legal services will be provided, could negatively impact HECO's ability to obtain services from outside attorneys on a competitive basis and could provide an unfair advantage to the competitors of HECO's outside attorneys. HECO provides the written arrangements with its outside attorneys under the protective order in this docket. It would be impracticable to redact the confidential information as the majority of the information included is confidential so the documents in their entirety are submitted under the protective order.

HECO has various written arrangements with its outside attorneys. HECO and some of its outside attorneys have entered into Attorney Retention Master Agreements ("ARMA") (used as of 2009) or Master Terms for Attorney Retention ("MTAR") (used prior to 2009) (both of which

are used to facilitate the retention of outside attorneys for multiple matters over time) that set forth the terms and conditions (including the rates) under which legal services will be provided. Under the ARMA and MTAR, work is contracted by issuing a Work Authorization, which incorporates the terms of the ARMA/MTAR. The Work Authorization specifies the special terms relating to the particular work, including the scope of work. HECO and some of its outside attorneys have entered into engagement agreements (generally used for the retention in a single matter) that set forth the terms and conditions (including the rates) under which legal services will be provided. One law firm has sent letters to HECO that set forth the rates that legal services will be provided for matters in which the law firm represents the HECO Companies. (There is no written contract specifically for outside services covering the 2009 period. The billing rates are updated periodically by letter, the latest of which is dated June 24, 2008.) Authorization to use outside legal services for specific matters is provided by the Vice President – Legal or the Vice President – Government & Community Affairs.

The requested information is voluminous and available for inspection at HECO's Regulatory Affairs Division office, Suite 1301, Central Pacific Plaza, 220 South King Street, Honolulu, Hawaii. Please contact Dean Matsuura at 543-4622 to make arrangements to inspect the requested information. An electronic version of the requested information is being provided on a compact disc.

DOD-IR-98

Please identify, quantify and explain all difficulties in filling budgeted positions that HECO experienced during 2008.

HECO Response:

There may be multiple reasons why a particular position was difficult to fill, and HECO does not track this information in the hiring process. However, in 2008, there were 26 positions that were re-posted externally because the initial Company posting did not produce candidates who were sufficiently qualified to fill the position. Also, in 2008, 18 applicants were offered a position, but declined to accept it, and approximately 35 candidates withdrew from the hiring process before a job offer was made.

In addition, factors that affect HECO's ability to fill positions timely have been discussed in HECO T-15, pages 11-14 and 17-18, and in HECO T-15 Update, page 15. In response to these challenges, HECO has employed various strategies, which are discussed on pages 14-16 of HECO T-15, and pages 12-13 of HECO T-15 Update.

DOD-IR-99

- (a) Please identify all 2008 budgeted positions, by department and job position/job title, that were unfilled by HECO for some portion of 2008.
- (b) For each position identified in response to part a, please identify the specific dates in 2008 when the budgeted position was unfilled.

HECO Response:

- a. The data requested is not tracked by job position/job title company wide; however, please refer to HECO's response to CA-IR-354, pages 52-75, which is the data available and compares actual employee counts against budgeted employee counts down to the divisional (RA) level, for each month of 2008. "Unfilled" positions may be considered as the difference between budgeted and actual employee counts. However, this does not take into account nonlabor costs, such as for agency temps or unbudgeted overtime, that may be required to complete planned work. Further, to address this employee count shortfall, HECO is proposing an adjustment to decrease 2009 test year average employee count and associated expenses as discussed in the HECO T-15 Rate Case Update.
- b. Please see response to part a, above. The information found in the response to CA-IR-354 provides the number of "unfilled" budgeted positions by months, rather than by specific dates, in 2008 for each RA division level.

DOD-IR-100

To the extent not already provided, please provide Excel files for all exhibits and workpapers, with calculations intact, used in, or relied upon as support for, HECO's Update Filings.

HECO Response:

The Excel files listed below are being provided.

Rate Case Update Filings	Excel Files
Rate Case Update T-3, Attachments 1 to 5	HECO-Ex-301 updated 12-08.xls HECO-Ex-302 updated 12-08.xls HECO-Ex-303 updated 12-08.xls HECO-ex-304 updated 12-08.xls HECO-Ex-305 updated 12-08.xls
Rate Case Update T-7, Attachment 15	2009 Emission Fee Forecast-10-17-08 prodsim.xls Kahe 2009TY Forecast.xls Waiau 2009TY Forecast.xls Honolulu 2009TY Forecast.xls CIP 2009TY Forecast.xls
Rate Case Update T-8, Attachments 1 and 2	CA iR 220 Att 3 Overdemand Hours Transfer Summary_All rev3.xls Nov 25_TD Adj.xls
Rate Case Update T-13, Attachments 1 to 7 Attachments 9 to 11	T-13 09 Update Att. 1.xls T-13 09 Update Att. 2-7.xls T-13 09 Update Att. 9.xls T-13 09 Update Att. 10 & 11.xls
Rate Case Update T-15, Pages 16 and 17	T-15, page 16.xls T-15, page 17.xls

DOD-IR-101

Please provide a monthly listing of all amounts, by account, recorded by HECO in 2008 related to the Pension Tracker.

HECO Response:

Please see response to DOD-IR-83, Attachment 1, page 2. In responding to DOD-IR-83, HECO indicated the information for October through December 2008 were estimates. The estimates were consistent with the actual entries. The balances shown on DOD-IR-83, Attachment 1, page 2, are the preliminary actual balances as of December 31, 2008.

DOD-IR-101

Please provide a monthly listing of all amounts, by account, recorded by HECO in 2008 related to the Pension Tracker.

HECO Response:

Based on information received from Watson Wyatt regarding our pension and OPEB liabilities as of December 31, 2008, HECO supplements the information provided in the responses to DOD-IR-101 and DOD-IR-83. Attachment 1 of this supplemental response provides revised pages 2 and 3 for both Attachment 1 and Attachment 2 of the response to DOD-IR-83.

Pension tracking mechanism

As shown on page 1 of Attachment 1 of this supplemental response, the general ledger balances for the Regulatory Asset related to SFAS 158 and the SFAS 158 Pension Liability were adjusted based on information regarding plan asset values as of December 31, 2008 provided by Watson Wyatt in mid-February 2009. Refer to the supplemental response to DOD-IR-104 for explanation of the changes in net periodic pension cost ("NPPC") and net periodic benefit cost ("NPBC").

Page 2 of Attachment 1 of this supplemental response reflects the updated entries for 2009, based on information provided by Watson Wyatt. The pension expense for the 2009 test year is the NPPC for 2009 of \$31,488,000 (provided by Watson Wyatt in mid-February 2009 and reflects the asset valuation as of December 31, 2008), less the amortization of the regulatory liability as of December 31, 2008 of \$610,000 (one-fifth of the balance at the end of December 2008 of \$3,050,757), for a net pension expense of \$30,878,000. Page 2 of Attachment 1 of this response reflects the updated NPPC for 2009 of \$31,488,000. The difference between the NPPC

accrual of \$31,488,000 and the NPPC amount in rates of \$17,711,000 until the interim decision in this rate case (prorated on a monthly basis) will be accumulated as a regulatory asset, through the estimated interim decision date, should the updated NPPC of \$31,488,000 be rolled into interim rates. After the interim decision, the amount of the NPPC accrual could be the same as the NPPC in rates for the remainder of 2009.

The unamortized pension regulatory liability balance and the regulatory asset created as a result of the difference between the actual NPPC and the NPPC in rates through the interim decision would be combined to result in a net regulatory asset amount at the end of 2009 of \$4,448,000, and would be included in rate base at the end of December 2009. Under the Pension Protection Act, HECO will be required to make a contribution to the pension trust in 2009 of \$8,218,000.

OPEB tracking mechanism

As shown on page 3 of Attachment 1 of this supplemental response, the general ledger balances for the Regulatory Asset related to SFAS 158 and the SFAS 158 OPEB Liability were adjusted based on information regarding plan asset values as of December 31, 2008 provided by Watson Wyatt in mid-February 2009. Page 4 of Attachment 1 of this supplemental response, reflects the updated entries, including updated NPPC for 2009, based on information provided by Watson Wyatt. The OPEB expense for 2009 test year is the net periodic benefit cost ("NPBC") for 2009 provided by Watson Wyatt in mid-February 2009 and reflects the asset valuation as of December 31, 2008 (\$6,941,000) and the amortization of the SFAS 106 Regulatory Asset (\$1,302,000) less the executive life portion of OPEB (\$892,000) and the electric discount portion (\$498,000), less the amortization of the OPEB regulatory liability as of December 31, 2008 of

\$155,000 (one-fifth of the balance at the end of December 2008 of \$776,762), for a net OPEB expense of \$6,698,000. The difference between NPBC in rates of \$6,350,000 and the actual NPBC for 2009 (NPBC per Watson Wyatt and the amortization of the SFAS 106 regulatory asset less the executive life portion of OPEB) of \$6,943,000 until the interim decision (prorated on a monthly basis) will be accumulated as a regulatory asset, through the estimated interim decision date. After the interim decision, the amount of the actual NPBC and the NPBC in rates would be the same for 2009.

The unamortized OPEB regulatory liability balance and the regulatory asset created as a result of the difference between the actual NPBC and the NPBC in rates through the interim decision would be combined to result in a net regulatory liability amount at the end of 2009 of \$325,000 that would be included as a reduction in rate base at the end of December 2009.

HECO
Pension reconciliation - 2008
DR (CR)

RATE BASE ?---->

QUALIFIED

	Qual Pension Expense PFB 779 PHE NE NPFZZZZ 509	NO Reg Asset Tracker Ppd Pension 18676010	NO Reg Asset Tracker SFAS 158 18676020	YES Reg Asset Tracker Excess Contrib 18676030	YES Reg Asset Tracker NPPC vs Rates 18676040	YES Reg Liab Tracker NPPC vs Rates 25400004	NO Reg Liab Tracker Neg NPPC 25400005	NO Prepaid Pension Neg NPPC 24206900	NO Liability SFAS 158 24207000
12/31/07 GL bal	-	50,550,056	61,864,982	-	-	-	-	-	(61,864,982)
NPPC accrual for 2008 and amortization of SFAS 158 AOCI									
Jan	1,190,250		(424,364)						(765,886)
Feb	1,190,250		(299,712)						(890,538)
Mar	1,190,250		(362,038)						(828,212)
Apr	1,190,250		(362,038)						(828,212)
May	1,190,250		(362,038)						(828,212)
Jun	1,244,142		(359,561)						(884,581)
Jul	1,244,142		(359,561)						(884,581)
Aug	1,244,142		(359,561)						(884,581)
Sept	1,244,142		(359,561)						(884,581)
Oct	1,244,142		(359,561)						(884,581)
Nov	1,244,142		(359,561)						(884,581)
Dec	1,244,141		(359,564)						(884,577)
	14,660,243	-	(4,327,120)	-	-	-	-	-	(10,333,123)
Reclass reg asset for ratemaking									
Jan		(1,190,250)	1,190,250						
Feb		(1,190,250)	1,190,250						
Mar		(1,190,250)	1,190,250						
Apr		(1,190,250)	1,190,250						
May		(1,190,250)	1,190,250						
Jun		(1,244,142)	1,244,142						
Jul		(1,244,142)	1,244,142						
Aug		(1,244,142)	1,244,142						
Sept		(1,244,142)	1,244,142						
Oct		(1,244,142)	1,244,142						
Nov		(1,244,142)	1,244,142						
Dec		(1,244,141)	1,244,141						
	-	(14,660,243)	14,660,243	-	-	-	-	-	-
Contributions to pension fund and payments to beneficiaries									
Jan									
Feb									
Mar									
Apr									
May									
Jun									
Jul									
Aug									
Sept									
Oct									
Nov									
Dec									
	-	-	-	-	-	-	-	-	-
Amort of reg asset (prepaid pension asset) balance HELCO ONLY									
Jan									
Feb									
Mar									
Apr									
May									
Jun									
Jul									
Aug									
Sept									
Oct									
Nov									
Dec									
	-	-	-	-	-	-	-	-	-
Set up reg liab for 2008 (Difference between what's in 2008 rates vs. NPPC)									
Jan	285,667					(285,667)			
Feb	285,667					(285,667)			
Mar	285,667					(285,667)			
Apr	285,667					(285,667)			
May	285,667					(285,667)			
Jun	231,775					(231,775)			
Jul	231,775					(231,775)			
Aug	231,775					(231,775)			
Sept	231,775					(231,775)			
Oct	231,775					(231,775)			
Nov	231,775					(231,775)			
Dec	231,772					(231,772)			
	3,050,757	-	-	-	-	(3,050,757)	-	-	-
GL Balance 12/31/08	17,711,000	35,889,813	72,198,105	-	-	(3,050,757)	-	-	(72,198,105)
Watson Wyatt Adjustment	-	-	159,293,270	-	-	-	-	-	(159,293,270)
Revised GL balance (should be Watson Wyatt at year end)	17,711,000	35,889,813	231,491,375	-	-	(3,050,757)	-	-	(231,491,375)

HECO
Pension reconciliation - 2009
DR (CR)

RATE BASE ?---->

QUALIFIED PLAN

	Qual Pension Expense PFB 779 PHE NE NPFZZZZ 509	NO Reg Asset Tracker Ppd Pension 18676010	NO Reg Asset Tracker SFAS 158 18676020	YES Reg Asset Tracker Excess Contrib 18676030	YES Reg Asset Tracker NPPC vs Rates 18676040	YES Reg Liab Tracker NPPC vs Rates 25400004	NO Reg Liab Tracker Neg NPPC 25400005	NO Prepaid Pension Neg NPPC 24206900	NO Liability SFAS 158 24207000
12/31/08 GL bal	-	35,889,813	231,491,375	-	-	(3,050,757)	-	-	(231,491,375)
NPPC accrual for 2009 and amortization of SFAS 158 AOCI									
Jan	2,624,000		(857,455)						(1,766,545)
Feb	2,624,000		(857,455)						(1,766,545)
Mar	2,624,000		(857,455)						(1,766,545)
Apr	2,624,000		(857,455)						(1,766,545)
May	2,624,000		(857,455)						(1,766,545)
Jun	2,624,000		(857,455)						(1,766,545)
Jul	2,624,000		(857,455)						(1,766,545)
Aug	2,624,000		(857,455)						(1,766,545)
Sept	2,624,000		(857,455)						(1,766,545)
Oct	2,624,000		(857,455)						(1,766,545)
Nov	2,624,000		(857,455)						(1,766,545)
Dec	2,624,000		(857,456)						(1,766,544)
	31,488,000	-	(10,289,461)	-	-	-	-	-	(21,198,539)
Reclass reg asset for ratemaking									
Jan		(2,624,000)	2,624,000						
Feb		(2,624,000)	2,624,000						
Mar		(2,624,000)	2,624,000						
Apr		(2,624,000)	2,624,000						
May		(2,624,000)	2,624,000						
Jun		(2,624,000)	2,624,000						
Jul		(2,624,000)	2,624,000						
Aug		(2,624,000)	2,624,000						
Sept		(2,624,000)	2,624,000						
Oct		(2,624,000)	2,624,000						
Nov		(2,624,000)	2,624,000						
Dec		(2,624,000)	2,624,000						
	-	(31,488,000)	31,488,000	-	-	-	-	-	-
Contributions to pension fund; reclass reg asset for ratemaking									
Jan									
Feb		1,369,667	(1,369,667)						1,369,667
Mar		1,369,667	(1,369,667)						1,369,667
Apr		913,111	(913,111)						913,111
May		913,111	(913,111)						913,111
Jun		913,111	(913,111)						913,111
Jul		913,111	(913,111)						913,111
Aug		913,111	(913,111)						913,111
Sept		913,111	(913,111)						913,111
Oct									
Nov									
Dec									
	-	8,218,000	(8,218,000)	-	-	-	-	-	8,218,000
Set up reg asset for 2009. Difference between what's in 2009 rates (\$17,711 annual) vs NPPC (\$31,488 annual) through June 2009 (Assumes interim increase in July 2009)									
Jan	(1,148,083)				1,148,083				
Feb	(1,148,083)				1,148,083				
Mar	(1,148,083)				1,148,083				
Apr	(1,148,083)				1,148,083				
May	(1,148,083)				1,148,083				
Jun	(1,148,085)				1,148,085				
Jul									
Aug									
Sept									
Oct									
Nov									
Dec									
	(6,888,500)	-	-	-	6,888,500	-	-	-	-
Amortize reg liab at the end of 2008 over 5 years									
Jan	(50,850)					50,850			
Feb	(50,850)					50,850			
Mar	(50,850)					50,850			
Apr	(50,850)					50,850			
May	(50,850)					50,850			
Jun	(50,850)					50,850			
Jul	(50,850)					50,850			
Aug	(50,850)					50,850			
Sept	(50,850)					50,850			
Oct	(50,850)					50,850			
Nov	(50,850)					50,850			
Dec	(50,850)					50,850			
	(610,200)	-	-	-	-	610,200	-	-	-
GL Balance 12/31/09	23,989,300	12,619,813	244,471,914	-	6,888,500	(2,440,557)	-	-	(244,471,914)
Watson Wyatt Adjustment	-	-	-	-	-	-	-	-	-
Revised GL balance (should be Watson Wyatt at year end)	23,989,300	12,619,813	244,471,914	-	6,888,500	(2,440,557)	-	-	(244,471,914)

RATE BASE ?---->

RATE BASE ?---->		Expense OPEB PFB 779 PHE NE NPFZZZZZ 509	Portion of NPBC not included for ratemaking	Expense OPEB SFAS 106 Amortization	NO Reg Asset OPEB SFAS 106 18670700	NO Reg Asset OPEB SFAS 158 18677010	YES Reg Asset OPEB Excess Contrib 18677030	YES Reg Asset OPEB NPBC vs Rates 18677040	NO Liability OPEB Reg 253800	NO Liability OPEB Reg SFAS 158 253800	YES Reg Liab OPEB True-up 25400002
12/31/07 GL balance		-	-	-	6,509,086	12,906,625	-	-	(6,166,326)	(13,249,494)	-
Amortization of SFAS 158 AOCI and SFAS 106 Reg Asset											
	Jan			108,486	(108,486)	(171,417)				171,417	
	Feb			108,486	(108,486)	(171,455)				171,455	
	Mar			108,486	(108,486)	(171,436)				171,436	
	Apr			108,486	(108,486)	(171,436)				171,436	
	May			108,486	(108,486)	(171,436)				171,436	
	Jun			108,486	(108,486)	(171,436)				171,436	
	Jul			108,486	(108,486)	(171,436)				171,436	
	Aug			108,486	(108,486)	(171,436)				171,436	
	Sept			108,486	(108,486)	(171,436)				171,436	
	Oct			108,486	(108,486)	(171,436)				171,436	
	Nov			108,486	(108,486)	(171,436)				171,436	
	Dec			108,493	(108,493)	(171,438)				171,438	
		-		1,301,839	(1,301,839)	(2,057,234)	-	-	-	2,057,234	-
NPBC accrual for 2008											
	Jan	487,083	(70,854)						(416,229)		
	Feb	487,083	(70,854)						(416,229)		
	Mar	487,083	(70,854)						(416,229)		
	Apr	487,083	(70,854)						(416,229)		
	May	487,083	(70,854)						(416,229)		
	Jun	444,791	(73,635)						(371,156)		
	Jul	444,791	(73,635)						(371,156)		
	Aug	444,791	(73,635)						(371,156)		
	Sept	444,791	(73,635)						(371,156)		
	Oct	444,791	(73,635)						(371,156)		
	Nov	444,791	(73,635)						(371,156)		
	Dec	444,792	(73,635)						(371,157)		
		5,548,953	(869,715)	-	-	-	-	-	(4,679,238)	-	-
Contributions to OPEB funds (a/c 25380100,200,300,400)											
	Feb										
	Mar								100,000		
	Apr										
	May										
	Jun								1,960,359		
	Jul										
	Aug										
	Sept								1,960,359		
	Oct										
	Nov										
	Dec								1,960,359		
		-	-	-	-	-	-	-	5,981,077	-	-
Set up reg liab for 2008 (Difference between what's in 2008 rates vs. NPBC)											
	Jan	38,438									(38,438)
	Feb	38,438									(38,438)
	Mar	38,438									(38,438)
	Apr	38,438									(38,438)
	May	38,438									(38,438)
	Jun	83,511									(83,511)
	Jul	83,511									(83,511)
	Aug	83,511									(83,511)
	Sept	83,511									(83,511)
	Oct	83,511									(83,511)
	Nov	83,511									(83,511)
	Dec	83,506									(83,506)
		776,762	-	-	-	-	-	-	-	-	(776,762)
GL Balance 12/31/08											
		6,325,715	(869,715)	1,301,839	5,207,247	10,849,391	-	-	(4,864,487)	(11,192,260)	(776,762)
Wyatt Adjustment											
		-	-	-	-	25,656,993	-	-	-	(25,656,993)	-
Adjusted GL Balance 12/31/08											
		6,325,715	(869,715)	1,301,839	5,207,247	36,506,384	-	-	(4,864,487)	(36,849,253)	(776,762)
NPBC included in tracker											
	NPBC (2007)	6,291,000									
	Amortization of 106 Reg Asset	1,302,000									
	Electric Discount	(408,000)									
	Executive Life	(835,000)									
Interim D&O 23749 (Oct.22, 2007)											
		6,350,000	(a)								
2008 Actual NPBC											
	NPBC 2008	5,548,953									
	Amortization of 106 Reg Asset	1,301,839									
	Electric Discount	(407,839)									
	Executive Life	(869,715)									
		5,573,238	(b)								
Difference (Actual NPBC vs NPBC in rates) (b) - (a)											
		(776,762)								HECO-1125	
OPEB expense for 2008											
	NPBC 2008	5,548,953									
	Amortization of 106 Reg Asset	1,301,839									
	Executive Life	(869,715)									
		5,981,077									

RATE BASE ?---->

	Expense OPEB PFB 779 PHE NE NPFZZZZZ 509	Portion of NPBC not included for rate-making	Expense OPEB SFAS 106 Amortization	Expense OPEB PFB 779 PHE NE NPFZZZZZ 509	Reg Asset OPEB SFAS 106 18670700	Reg Asset OPEB SFAS 158 18677010	Reg Asset OPEB Excess Contrib 18677030	Reg Asset OPEB NPBC vs Rates 18677040	Liability OPEB-Regulated 253800	Liability OPEB-Regulated SFAS 158 63800	Reg Liab OPEB (2008) True-up 25400002
12/31/08 GL balance	-	-	-	-	5,207,247	36,506,384	-	-	(4,864,487)	(36,849,253)	(776,762)
Amortization of SFAS 158 AOCI and SFAS 106 Reg Asset											
Jan			108,486		(108,486)	(176,833)				176,833	
Feb			108,486		(108,486)	(176,833)				176,833	
Mar			108,486		(108,486)	(176,833)				176,833	
Apr			108,486		(108,486)	(176,833)				176,833	
May			108,486		(108,486)	(176,833)				176,833	
Jun			108,486		(108,486)	(176,833)				176,833	
Jul			108,486		(108,486)	(176,833)				176,833	
Aug			108,486		(108,486)	(176,833)				176,833	
Sept			108,486		(108,486)	(176,833)				176,833	
Oct			108,486		(108,486)	(176,833)				176,833	
Nov			108,486		(108,486)	(176,833)				176,833	
Dec			108,493		(108,493)	(176,837)				176,837	
	-	-	1,301,839	-	(1,301,839)	(2,122,000)	-	-	-	2,122,000	-
NPBC accrual for 2009											
Jan	578,417	(74,333)							(504,084)		
Feb	578,417	(74,333)							(504,084)		
Mar	578,417	(74,333)							(504,084)		
Apr	578,417	(74,333)							(504,084)		
May	578,417	(74,333)							(504,084)		
Jun	578,417	(74,333)							(504,084)		
Jul	578,417	(74,333)							(504,084)		
Aug	578,417	(74,333)							(504,084)		
Sept	578,417	(74,333)							(504,084)		
Oct	578,417	(74,333)							(504,084)		
Nov	578,417	(74,333)							(504,084)		
Dec	578,413	(74,337)							(504,076)		
	6,941,000	(892,000)	-	-	-	-	-	-	(6,049,000)	-	-
Contributions to OPEB funds (a/c 25380100,200,300,400)											
Feb									1,837,710		
Mar											
Apr											
May									1,837,710		
Jun											
Jul											
Aug											
Sept									1,837,710		
Oct											
Nov											
Dec									1,837,709		
	-	-	-	-	-	-	-	-	7,350,839	-	-
Set up reg asset for 2009. Difference between what's in 2009 rates (\$6,350) vs NPBC (\$6,943), through June 2009 (Assumes interim increase in July 2009)											
Jan	(49,417)							49,417			
Feb	(49,417)							49,417			
Mar	(49,417)							49,417			
Apr	(49,417)							49,417			
May	(49,417)							49,417			
Jun	(49,417)							49,417			
Jul											
Aug											
Sept											
Oct											
Nov											
Dec											
	(296,502)							296,502			
Amortize 2008 reg liab over 5 years											
Jan				(12,946)							12,946
Feb				(12,946)							12,946
Mar				(12,946)							12,946
Apr				(12,946)							12,946
May				(12,946)							12,946
Jun				(12,946)							12,946
Jul				(12,946)							12,946
Aug				(12,946)							12,946
Sept				(12,946)							12,946
Oct				(12,946)							12,946
Nov				(12,946)							12,946
Dec				(12,946)							12,946
	-	-	-	(155,352)	-	-	-	-	-	-	155,352
GL Balance 12/31/09	6,644,487	(892,000)	1,301,839	(155,352)	3,905,408	34,384,384	-	296,502	(3,562,648)	(34,727,253)	(621,410)
Watson Wyatt Adjustment											
Revised GL balance (tracker bal should tie to WW at year end)	544,498	(892,000)	1,301,839	(155,352)	3,905,408	34,384,384	-	296,502	(3,562,648)	(34,727,253)	(621,410)
NPBC included in rates (tracker)											
NPBC (2007)	6,291,000										
Amortization of 106 Reg Asset	1,302,000										
Electric Discount	(408,000)										
Executive Life	(835,000)										
Interim D&O 23749 (Oct.22, 2007)	6,350,000 (a)										
2009 actual NPBC											
NPBC (2009)	6,941,000										
Amortization of 106 Reg Asset	1,302,000										
Electric Discount	(408,000)										
Executive Life	(892,000)										
	6,943,000 (b)										
Annual difference (Actual NPBC vs NPBC in rates) (b) - (a)	593,000										
OPEB expense for 2009 test year											
NPBC											
Amortization of 106 Reg Asset	1,302,000										
Executive Life	(892,000)										
NPBC for tracker	7,441,000										
Amortization of Reg Liability 12/08	(155,000)										
Electric Discount (current year)	(498,000)										
Test Year OPEB expense	6,788,000										

DOD-IR-101

Please provide a monthly listing of all amounts, by account, recorded by HECO in 2008 related to the Pension Tracker.

HECO Response:

For Attachment 1, page 4 (Supplement 3/20/09), please note that a calculation has been corrected on the bottom section of this page. The line item NPBC for tracker, originally at \$7,441,000 should be \$7,351,000, and line item Test Year OPEB expense, of \$6,788,000 should be \$6,698,000. This page has been replaced by Attachment 1, page 4 (Supplement 3/30/09). There are no changes to the other pages in Attachment 1 (Supplement 3/20/09).

RATE BASE ?---->

RATE BASE ?---->											
	Expense OPEB	NPBC not included for ratemaking	Expense OPEB	Expense OPEB	NO Reg Asset OPEB	NO Reg Asset OPEB	YES Reg Asset OPEB	YES Reg Asset OPEB	NO Liability OPEB-Regulated	NO Liability OPEB-Regulated	YES Reg Liab OPEB (2008)
	PFB 779 PHE NE NPFFZZZZZ 509		SFAS 106 Amortization	PFB 779 PHE NE NPFFZZZZZ 509	SFAS 106 18670700	SFAS 158 18677010	Excess Contrib 18677030	NPBC vs Rates 18677040	253800	SFAS 158 253800	True-up 25400002
12/31/08 GL balance	-	-	-	-	5,207,247	36,506,384	-	-	(4,864,487)	(36,849,253)	(776,762)
Amortization of SFAS 158 AOCI and SFAS 106 Reg Asset:											
Jan			108,486		(108,486)	(176,833)				176,833	
Feb			108,486		(108,486)	(176,833)				176,833	
Mar			108,486		(108,486)	(176,833)				176,833	
Apr			108,486		(108,486)	(176,833)				176,833	
May			108,486		(108,486)	(176,833)				176,833	
Jun			108,486		(108,486)	(176,833)				176,833	
Jul			108,486		(108,486)	(176,833)				176,833	
Aug			108,486		(108,486)	(176,833)				176,833	
Sept			108,486		(108,486)	(176,833)				176,833	
Oct			108,486		(108,486)	(176,833)				176,833	
Nov			108,486		(108,486)	(176,833)				176,833	
Dec			108,493		(108,493)	(176,837)				176,837	
	-	-	1,301,839	-	(1,301,839)	(2,122,000)	-	-	-	2,122,000	-
NPBC accrual for 2009											
Jan	578,417	(74,333)							(504,084)		
Feb	578,417	(74,333)							(504,084)		
Mar	578,417	(74,333)							(504,084)		
Apr	578,417	(74,333)							(504,084)		
May	578,417	(74,333)							(504,084)		
Jun	578,417	(74,333)							(504,084)		
Jul	578,417	(74,333)							(504,084)		
Aug	578,417	(74,333)							(504,084)		
Sept	578,417	(74,333)							(504,084)		
Oct	578,417	(74,333)							(504,084)		
Nov	578,417	(74,333)							(504,084)		
Dec	578,413	(74,337)							(504,076)		
	6,941,000	(892,000)	-	-	-	-	-	-	(6,049,000)	-	-
Contributions to OPEB funds (a/c: 25380100,200,300,400)											
Feb									1,837,710		
Mar											
Apr											
May											
Jun									1,837,710		
Jul											
Aug											
Sept									1,837,710		
Oct											
Nov									1,837,709		
Dec									7,350,839	-	-
	-	-	-	-	-	-	-	-	-	-	-
Set up reg asset for 2009. Difference between what's in 2009 rates (\$6,350) vs NPBC (\$6,943), through June 2009 (Assumes interim increase in July 2009)											
Jan	(49,417)							49,417			
Feb	(49,417)							49,417			
Mar	(49,417)							49,417			
Apr	(49,417)							49,417			
May	(49,417)							49,417			
Jun	(49,417)							49,417			
Jul											
Aug											
Sept											
Oct											
Nov											
Dec											
	(296,502)							296,502			
Amortize 2008 reg liab over 5 years											
Jan				(12,946)							12,946
Feb				(12,946)							12,946
Mar				(12,946)							12,946
Apr				(12,946)							12,946
May				(12,946)							12,946
Jun				(12,946)							12,946
Jul				(12,946)							12,946
Aug				(12,946)							12,946
Sept				(12,946)							12,946
Oct				(12,946)							12,946
Nov				(12,946)							12,946
Dec				(12,946)							12,946
	-	-	-	(155,352)	-	-	-	-	-	-	155,352
GL Balance 12/31/09	6,644,498	(892,000)	1,301,839	(155,352)	3,905,408	34,384,384	-	296,502	(3,562,648)	(34,727,253)	(621,410)
Watson Wyatt Adjustment	-	-	-	-	-	-	-	-	-	-	-
Revised GL balance (tracker balis should tie to WW at year end)	6,644,498	(892,000)	1,301,839	(155,352)	3,905,408	34,384,384	-	296,502	(3,562,648)	(34,727,253)	(621,410)
NPBC included in rates (tracker)											
NPBC (2007)	6,291,000										
Amortization of 106 Reg Asset	1,302,000										
Electric Discount	(408,000)										
Executive Life	(835,000)										
Interim D&O 23749 (Oct.22, 2007)	6,350,000	(a)									
2009 actual NPBC before TY09RC Interim											
NPBC (2009)	6,941,000										
Amortization of 106 Reg Asset	1,302,000										
Electric Discount	(408,000)										
Executive Life	(892,000)										
	6,943,000	(b)									
Annual difference (Actual NPBC vs NPBC in rates) (b) - (a)	593,000										
OPEB expense for 2009 test year											
NPBC	6,941,000										
Amortization of 106 Reg Asset	1,302,000										
Executive Life	(892,000)										
NPBC for tracker	7,351,000										
Amortization of Reg Liability 12/08	(155,000)										
Electric Discount (current year)	(498,000)										
Test Year OPEB expense	6,698,000										

DOD-IR-102

Refer to HECO T-8 and the related update.

- a. Please identify all cost savings and efficiency benefits related to HECO's proposed Advanced Metering Infrastructure Program.
- b. Please identify, quantify and explain exactly how HECO has reflected each component of cost savings and efficiency improvement related to AMI in its updated filing.
- c. Please identify all costs, by account, related to AMI that are reflected in HECO's updated filing.
- d. Please identify each U.S. electric utility of which HECO is aware that has deployed similar AMI.
- e. Please provide the documents in HECO's possession related to its response to part d.
- f. Please identify, quantify and describe in detail how HECO's meter reading work force would be impacted by AMI deployment.

HECO Response:

- a. On December 1, 2009, HECO, MECO and HELCO (the "Companies") filed with the Commission an Application For Approval of the Advanced Meter Infrastructure (AMI) Project ("the AMI Application"). That proceeding has been assigned Docket No. 2008-0303. The AMI Application discusses the benefits of the AMI Project. A copy of the AMI Application was provided under Protective Order as Attachment 1 to HECO's response to CA-IR-265. Benefits that can be provided by AMI systems are discussed at pages 40-54 of the AMI Application (CA-IR-265, Attachment 1, pages 41-55). A table generally outlining the benefits of AMI is provided as Exhibit 15 to the AMI Application (CA-IR-265, Attachment 1, page 195). As indicated in the AMI Application, AMI Project costs are offset by the quantifiable direct operational benefits of \$25,514,000 for years 2010 through 2015. These benefits will be a result of: (a) a reduction in manual meter reading expense, (b) a reduction in field services expenses related to remote disconnect/reconnect and remote read

capabilities, (c) reduced electricity theft, and (d) meter accuracy gains. AMI Application, page 60 (CA-IR-265, Attachment 1, page 61). The quantifiable benefits for HECO, as well as MECO and HELCO, are summarized in a table provided as Exhibit 19 to the AMI Application (CA-IR-265, Attachment 1, page 222). Please also refer to HECO's response to CA-IR-48 which provides a general explanation of the benefits of AMI. In addition to quantifiable benefits, the deployment of AMI also should result in intangible benefits. The customer and system benefits of the Company's AMI Project have the potential to produce significant cost savings in the future, but will also require additional costs and investment to implement. Converting many of these benefits into dollar values would require many assumptions about future energy prices, emerging technologies and the market in general. Thus, a number of intangible benefits associated with AMI were not quantified for purposes of the AMI Application. In the future, the Companies expect the AMI Project to enable additional benefits derived from programs that the AMI system will support or provide a platform for developing. These benefits include: (a) empowering customers to make smart energy choices, (b) improved customer service, (c) improved distribution planning and engineering, and (d) improved outage management. AMI Application, pages 45-46 (CA-IR-265, Attachment 1, pages 46-47). See also, HECO's response to CA-IR-105.

- b. Part b. requests an explanation of how cost savings and efficiency improvement related to AMI are reflected in its "updated filing." HECO assumes that this refers to the HECO T-8 Update. That Update discusses revisions to estimated AMI expenses in two respects: first, the Customer Installation Department's revised staffing plan for AMI, and, second, contracting with a consultant to help develop the Request For Proposal for the Companies' AMI Meter Data Management System. The revised Customer Installation Department

staffing plan does not add any expenses to HECO's 2009 test year estimate. The addition of the consultant adds \$80,300 to HECO's 2009 test year estimate. HECO T-8 Update, pages 4-5. Please refer to HECO's response to CA-IR-178 for a more thorough discussion of AMI-related expenses. The AMI-related costs identified in the HECO T-8 Update and in HECO's response to CA-IR-178 are required in order for HECO to support the AMI Project. Without such expenditures, HECO could incur additional costs due to not properly mitigating risks and/or not being able to fully achieve the estimated benefits within the time expected. As explained above in the response to part a., the benefits of the AMI Project have the potential to produce significant cost savings in the future, but will require additional costs and investment to implement, such as the costs identified in the HECO T-8 Update and in HECO's response to CA-IR-178. Converting these benefits into dollar values would require many assumptions about future energy prices, emerging technologies and the market in general. For this reason, HECO cannot quantify how the potential benefits from AMI implementation are reflected in the costs identified in the HECO T-8 Update and in HECO's response to CA-IR-178.

- c. As stated above in the response to part b., the revised Customer Installation Department staffing plan does not add any expenses to HECO's 2009 test year estimate. The addition of the consultant adds \$80,300 to HECO's 2009 test year estimate. Please refer to HECO Response to CA-IR-178, Attachment 1, line 7. HECO's response to CA-IR-178 and CA-IR-58 provide detailed information regarding AMI-related expenses in addition to those discussed in the HECO T-8 Update.
- d. HECO has selected AMI technology from Sensus. The major Sensus AMI contracts for

electric metering applications of which HECO is aware include: (1) Southern Company (2) Portland General Electric – PGE and (3) Alliant Energy. AMI Application, page 21 (response to CA-IR-265, Attachment 1, page 22). Electric meter quantities at Southern Company, PGE, and Alliant are 4.3 million, 0.85 million, and 1.0 million respectively or 6.15 million across these three major utilities (see Attachments 2, 3, and 4 for the Sensus Press Releases). Additional electric utilities are implementing pilot projects to evaluate the Sensus AMI technology.

- e. Please see Exhibits 1, 2 and 3 and refer to the following website:
<http://na.sensus.com/Module/PressRelease/PressReleaseList/electric>
- f. HECO anticipates a reduction in the meter reading workforce from 32 meter readers to as few as 5 meter readers as a result of AMI implementation; however, the specific timing and extent of this reduction has not been fully defined. AMI technology will not result in 100% of HECO's meter population being automatically read, and the remaining "uncovered" and geographically dispersed meter population will need to be manually read by the remaining meter reading workforce. Full time HECO meter readers displaced by the AMI installations may have an opportunity to provide some or all of the AMI meter deployment labor for residential and other simple metering installations. HECO has not made a decision to outsource or use internal company labor for this portion of the proposed AMI meter deployment. As stated in the AMI Application, AMI's automated meter reading capabilities will result in savings of \$10,975,000 in the first six years due to labor and related expense savings related to the elimination of monthly manual meter reads. AMI Application, page 60 (response to CA-IR-265, Attachment 1, pages 61). HECO's estimated share of the

savings is \$10,100,000. AMI Application, Exhibit 19, page 10 (CA-IR-265, Attachment 1, page 222).

DOD-IR-103

- (a) Please identify and explain each item of Plant Held for Future Use that HECO has included in rate base in its updated filing.
- (b) For each PHFFU item identified in response to part a, please provide the following information:
 - (1) date originally acquired;
 - (2) cost;
 - (3) date originally recorded in PHFFU account;
 - (4) whether the item has ever been recorded in any other account besides PHFFU and, if so, for what periods and what reasons;
 - (5) HECO's plans for using the item to provide electric utility service.

HECO Response:

- a. Please refer to HECO T-17, pages 11 through 13, for a description of the items included in Property Held for Future Use.
- b.
 - (1) See HECO-1705 for requested information.
 - (2) See HECO-1705 for requested information.
 - (3) Dates originally recorded in PHFFU accounts:
 - Kalaeloa-Barbers Point Harbor Pipeline (Pipeline) - December 1991
 - Campbell Industrial Park Generating Station (CIP land) - September 2007
 - Kapolei Substation – December 2007
 - (4) When parcels for future use are acquired, such as the Pipeline and CIP land, they generally record to plant-in-service and then immediately transfer to PHFFU. The costs for the Kapolei Substation were included in plant-in-service in 2006 until December 2007, when the costs were reclassified to PHFFU as plans to build a substation on this property are currently scheduled for 2011.
 - (5) Please refer to HECO T-17, pages 11 through 13, for requested information.

DOD-IR-104

- (a) Please list all modifications to employee benefits that HECO made during 2008.
- (b) For each modification identified in response to part a, please identify, quantify and explain its cost impact.
- (c) Please list by type of benefit and by sub-account, each employee benefit cost that HECO has included in its updated 2009 test year filing.

HECO Response:

- a. A summary of modifications to the medical plans that were effective January 1, 2008, is provided in Attachment 1 of this response. Modifications that were made to the medical plan provisions as negotiated with the IBEW are noted on page 1 (top half). The remaining modifications were made by HMSA and Kaiser to all their plans and are generally intended to clarify plan language, covered services, or meet statutory requirements.
- b. Modifications made to the plan provisions include increases to copayments as negotiated with the IBEW. A review of actual claims for 2008 would have to be made in order to get the cost impact of these changes. In determining the 2008 premium rate for the HPH and Kaiser Plans, HMSA and Kaiser estimated that the change in copayments reduced the premium rate by approximately 0.2%.
- c. The estimated 2009 employee benefit costs are listed by type of benefit in Attachment 1 of the HECO T-13 Rate Case Update.

2008 QUICK LOOK AT HEALTH CARE CHANGES

FOR DETAILS REFER TO ENCLOSED MATERIAL

HAWAII MEDICAL SERVICES ASSOCIATION (HMSA)

HECO HEALTH PLAN HAWAII PLAN - B

- **COPAYMENTS FOR PHYSICIAN AND OTHER SERVICES. INCLUDING HEARING AND EVALUATION. \$20 copayment per visit**
- **HOSPITAL. \$100 per admission**
- **SKILLED NURSING FACILITY. \$100 per admission**

HECO PREFERRED PROVIDER PLAN - B

- **HOSPITAL. \$100 per admission**
- **SKILLED NURSING FACILITY. \$100 per admission**

KAISER PERMANENTE GROUP (HEI) PLAN

- **OFFICE VISIT COPAYMENT. \$20 copayment per office visit**
- **OUTPATIENT SURGERY AND PROCEDURES COPAYMENT. \$20 copay for outpatient surgery and procedures**
- **OUTPATIENT LAB, IMAGING, AND TESTING COPAYMENT. \$20 copay for outpatient lab, imaging (x-rays) & testing per dept. per day**
- **HOSPITAL SERVICES: \$100 per admission**
- **SKILLED NURSING FACILITY. \$100 per admission**

There are no changes to Vision Plan Services (VSP) and Hawaii Dental Service (HDS). Please see details for overall carrier plan changes.

HAWAII MEDICAL SERVICE ASSOCIATION

BLUE CROSS BLUE SHIELD OF HAWAII

SUMMARY OF CHANGES EFFECTIVE JANUARY 1, 2008

PREFERRED PROVIDER PLAN – B; PREFERRED PROVIDER PLAN; PREFERRED PROVIDER PLAN – A

HMSA periodically reviews your health plans to ensure that they provide your employees with quality health plan benefits in compliance with state and federal laws and are structured to best manage health care costs.

This notice contains a summary of the changes that will be made to your plan. Please use this document for general information only. It should not be used as the certificate for the plan. The *Guide to Benefits* or plan certificate will contain complete information on these changes as well as, other benefits and applicable exclusions and limitations of your plan. In the case of a discrepancy between this summary and the language contained in the *Guide to Benefits* or plan certificate, the *Guide to Benefits* or plan certificate takes precedence.

BENEFIT MODIFICATIONS

- **CONTRACEPTIVES.** Benefits for oral contraceptives, other contraceptive methods, and contraceptive diaphragms/cervical caps will be revised. Oral contraceptives, other contraceptive methods, diaphragms and cervical caps received from participating and non-participating pharmacies will be covered at the following copayments. These copayments also apply to mail-order diaphragms, cervical caps, and generic and preferred brand name oral contraceptives and other contraceptive methods received from a contracted mail-order provider. However, if a member is covered by an HMSA drug plan with benefits for these contraceptives, the HMSA drug plan benefits will apply.
 - Generic drugs (oral contraceptives and contraceptive - other methods) - 20% of eligible charges.
 - Preferred drugs (oral contraceptives and contraceptive - other methods) - 20% of eligible charges.
 - Other brand name drugs (oral contraceptives and contraceptive - other methods) - 30% of eligible charges.
 - Contraceptive diaphragms and cervical caps - \$10 per device.
- **DIABETIC DRUGS, SUPPLIES, AND INSULIN.** Benefits for diabetic drugs, supplies, and insulin will be revised. Diabetic drugs, supplies, and insulin received from participating and non-participating pharmacies will be covered at the following copayments. These copayments also apply to mail-order generic diabetic drugs and preferred diabetic drugs, supplies

and insulin received from a contracted mail-order provider. However, if a member is covered by an HMSA drug plan with benefits for diabetic drugs, supplies and insulin, the HMSA drug plan benefits will apply.

- Generic drugs (diabetic drugs) - 20% of eligible charges.
 - Preferred drugs (diabetic drugs and insulin) - 20% of eligible charges.
 - Other brand name drugs (diabetic drugs and insulin) - 30% of eligible charges.
 - Preferred diabetic supplies - no copayment.
 - Other brand name supplies - 20% of eligible charges.
- **MEDICARE COORDINATION RULES.** The coordination of benefits provision will be revised to state HMSA's policy of paying benefits as the secondary carrier. When Medicare is determined to be primary, Medicare copayments and deductibles will be covered after applying any HMSA deductible.

LANGUAGE CLARIFICATIONS

- **MEDICAL EQUIPMENT, APPLIANCES AND SUPPLIES.** The section will be revised to clarify the benefit for hearing aids. Benefit payments for digital hearing aids are limited to no more than the amount that the plan would pay for an analog hearing aid. Members are responsible for their copayment and any charges above the plan's payment.

ADMINISTRATIVE CHANGE

- **PAYMENT DETERMINATION CRITERIA.** The language describing HMSA's payment determination criteria will be revised to include information from the Patient's Bill of Rights and Responsibilities Act under the Hawaii Revised Statutes. This section also clarifies when participating providers may or may not bill or collect charges for services or supplies that do not meet HMSA's Payment Determination Criteria or that are excluded from coverage.
- **EXPERIMENTAL/INVESTIGATIONAL SERVICES.** Information regarding experimental/investigational services has been incorporated into the Important Information - Payment Determination Criteria section.
- **PRECERTIFICATION.** Autologous Chondrocyte Implants and Actimmune will be removed from the list of services requiring pre-certification. The following new treatments and technologies will be added to the list:
 - Home IV Therapy
 - Intravenous Hydration for Hyperemesis Gravidarum (after the first 14 days)
 - Prolonged Intravenous Hydration Therapy for Adults and Children (after the first five days)
 - Home Pulse Oximeters (for children)
 - Hyperbaric Oxygen Pressurization
 - Injectable Drugs
 - Erythropoietin and Darbepoetin (for Myelodysplastic Syndrome and Anemia of Chronic Disease)
 - Intravenous Immunoglobulin (for Chronic Inflammatory Demyelinating Polyneuropathy, Guillain-Barre Syndrome, Multifocal Motor Neuropathy, and Relapsing-Remitting Multiple Sclerosis)
 - Low Molecular Weight Heparin (if used beyond the FDA indicated duration, for treatment of venous thromboembolism in patients with cancer, and when used as anticoagulant "bridge therapy" in patients with mechanical heart valves prior to heart surgery or invasive procedures)
 - Orenia
 - Abdominoplasty
 - Photochemotherapy (for Pityriasis Rosea, Lichen Planus, and Other Atopic Dermatitis and Related Conditions)
 - Uterine Artery Embolization to Treat Fibroids
 - Pancreas Transplants

HEALTH PLAN HAWAII – B; HEALTH PLAN HAWAII PLUS

HMSA periodically reviews your health plans to ensure that they provide your employees with quality health plan benefits in compliance with state and federal laws and are structured to best manage health care costs.

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BENEFIT MODIFICATIONS

- **COPAYMENT DEFINITION.** The section will be revised to describe how copayments are applied.
 - For multiple services from the same provider on the same day, the member owes one fixed dollar copayment if fixed dollar copayments are applicable to the services received.
 - For services that have copayments that are a percentage of eligible charge, then all eligible charge percentage copayments are applicable to the services received.
 - If some services have fixed dollar copayments and some have percentage copayments, one fixed dollar copayment and all percentage copayments will apply (for the same provider on the same day).
- **CONTRACEPTIVES.** Benefits for oral contraceptives, other contraceptive methods, and contraceptive diaphragms/cervical caps will be revised. Oral contraceptives, other contraceptive methods, diaphragms and cervical caps received from network and non-network pharmacies will be covered at the following copayments. These copayments also apply to mail-order diaphragms, cervical caps, and generic and preferred brand name oral contraceptives and other contraceptive methods received from a contracted mail-order provider. However, if a member is covered by an HMSA drug plan with benefits for these contraceptives, the HMSA drug plan benefits will apply.
 - Generic drugs (oral contraceptives and contraceptive - other methods) - 20% of eligible charges.
 - Preferred drugs (oral contraceptives and contraceptive - other methods) - 20% of eligible charges.
 - Other brand name drugs (oral contraceptives and contraceptive - other methods) - 30% of eligible charges.
 - Contraceptive diaphragms and cervical caps - \$10 per device.
- **DIABETIC DRUGS, SUPPLIES, AND INSULIN.** Benefits for diabetic drugs, supplies, and insulin will be revised. Diabetic drugs, supplies, and insulin received from network and non-network pharmacies will be covered at the following copayments. These copayments also apply to mail-order generic diabetic drugs and preferred diabetic drugs, supplies and insulin received from a contracted mail-order provider. However, if a member is covered by an HMSA drug plan with benefits for diabetic drugs, supplies and insulin, the HMSA drug plan benefits will apply.
 - Generic drugs (diabetic drugs) - 20% of eligible charges.
 - Preferred drugs (diabetic drugs and insulin) - 20% of eligible charges.
 - Other brand name drugs (diabetic drugs and insulin) - 30% of eligible charges.
 - Preferred diabetic supplies - no copayment.
 - Other brand name supplies - 20% of eligible charges.
- **MEDICARE COORDINATION RULES.** The coordination of benefits provision will be revised to state HMSA's policy of paying benefits as the secondary carrier. When Medicare is determined to be primary, Medicare copayments and deductibles will be covered after applying any HMSA deductible.

LANGUAGE CLARIFICATIONS

- **MEDICAL EQUIPMENT, APPLIANCES AND SUPPLIES.** The section will be revised to clarify the benefit for hearing aids. Benefit payments for digital hearing aids are limited to no more than the amount that the plan would pay for an analog hearing aid. Members are responsible for their copayment and any charges above the plan's payment.

ADMINISTRATIVE CHANGE

- **PAYMENT DETERMINATION CRITERIA.** The language describing HMSA's payment determination criteria will be revised to include information from the Patient's Bill of Rights and Responsibilities Act under the Hawaii Revised Statutes. This section also clarifies when participating providers may or may not bill or collect charges for services or supplies that do not meet HMSA's Payment Determination Criteria or that are excluded from coverage.

- **HMO REFERRALS AND ADMINISTRATIVE REVIEWS.** Language describing the referral process will be revised to reflect an administrative change to this process. If a specialty physician or facility is not available within the Health Plan Hawaii network or is not a HMSA participating provider, the member's personal care physician (PCP) must submit an administrative review request to HMSA prior to the services being rendered. If the PCP does not receive an approval prior to the service, the member is responsible for the cost of the medical services.
- **EXPERIMENTAL/INVESTIGATIONAL SERVICES.** Information regarding experimental/investigational services has been incorporated into the Important Information - Payment Determination Criteria section.
- **PRECERTIFICATION.** Autologous Chondrocyte Implants and Actimmune will be removed from the list of services requiring pre-certification. The following new treatments and technologies will be added to the list:
 - Home IV Therapy
 - Intravenous Hydration for Hyperemesis Gravidarum (after the first 14 days)
 - Prolonged Intravenous Hydration Therapy for Adults and Children (after the first five days)
 - Home Pulse Oximeters (for children)
 - Hyperbaric Oxygen Pressurization
 - Injectable Drugs
 - Erythropoietin and Darbepoetin (for Myelodysplastic Syndrome and Anemia of Chronic Disease)
 - Intravenous Immunoglobulin (for Chronic Inflammatory Demyelinating Polyneuropathy, Guillain-Barre Syndrome, Multifocal Motor Neuropathy, and Relapsing-Remitting Multiple Sclerosis)
 - Low Molecular Weight Heparin (if used beyond the FDA indicated duration, for treatment of venous thromboembolism in patients with cancer, and when used as anticoagulant "bridge therapy" in patients with mechanical heart valves prior to heart surgery or invasive procedures)
 - Orencia
 - Abdominoplasty
 - Photochemotherapy (for Pityriasis Rosea, Lichen Planus, and Other Atopic Dermatitis and Related Conditions)
 - Uterine Artery Embolization to Treat Fibroids
 - Pancreas Transplants

HMSA PRESCRIPTION DRUG BENEFITS RIDER
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BENEFIT MODIFICATIONS

- **CONTRACEPTIVES.** The plan will provide coverage for oral contraceptives and other contraceptive methods at the same benefit levels as other prescription drugs covered under the plan.
- **INJECTABLE DRUGS.** The plan will be modified to allow coverage for the injectable drugs Byetta and Symlin.
- **OVER-THE-COUNTER DRUGS.** A benefit for the over-the-counter drug, Omeprazole OTC, will be added to the plan providing coverage for this drug at 100% of eligible charges. Benefits will be available only when a physician provides a written prescription for the drug.

LANGUAGE CLARIFICATIONS

- **GENERIC DRUG SUBSTITUTION.** The plan language describing the generic drug substitution provision will be clarified to indicate that this provision applies in all instances, except when a physician directs that generic substitution is not permissible.
- **OTHER BRAND NAME DRUG COPAYMENT EXCEPTIONS.** Plan language will be added describing the provision that allows members who have tried and failed treatment with generic or preferred brand name drugs and meet certain criteria to purchase Other Brand Name drugs at the lower Preferred Brand copayment.

KAISER FOUNDATION HEALTH PLAN, INC. - HAWAII REGION

**Summary of Important Changes for 2008 Kaiser Permanente Group Hawaii Electric Industries (HEI) Plan
Contract Renewal**

This summary does not apply to Medicare members. Changes for Senior Advantage and Medicare Cost appear separately.

This is only a summary. It does not fully describe your coverage. For details on your coverage, please refer to your employer's applicable Face Sheet, Group Medical and Hospital Service Agreement, Benefit Schedule, and Riders (collectively known as "Service Agreement"). The Service Agreement is the legal binding document between Health Plan and its members. In the event of ambiguity or a conflict between this summary and the Service Agreement shall control.

These changes become effective on your employer's contract renewal (anniversary) date.

BENEFIT AND CONTRACT CHANGES

1. **Primary care and specialty care office visits copayment. Preventive care office visits.** The office visit copayment ("copay") will increase from \$19 to \$20 per visit.
2. **Outpatient surgery and procedures.** \$20 per visit.
3. **Laboratory services, imaging services, and testing services.** \$20 per department per day.
4. **Hospital inpatient care.** \$100 per admission (including maternity inpatient days).

Other benefit services were not available at the time of this mailing.

Kaiser will send you the updated changes.

DOD-IR-104

- (a) Please list all modifications to employee benefits that HECO made during 2008.
- (b) For each modification identified in response to part a, please identify, quantify and explain its cost impact.
- (c) Please list by type of benefit and by sub-account, each employee benefit cost that HECO has included in its updated 2009 test year filing.

HECO Response:

- a. A summary of modifications to the medical plans that were effective January 1, 2008, is provided in Attachment 1 of this response. Modifications that were made to the medical plan provisions as negotiated with the IBEW are noted on page 1 (top half). The remaining modifications were made by HMSA and Kaiser to all their plans and are generally intended to clarify plan language, covered services, or meet statutory requirements.
- b. Modifications made to the plan provisions include increases to copayments as negotiated with the IBEW. A review of actual claims for 2008 would have to be made in order to get the cost impact of these changes. In determining the 2008 premium rate for the HPH and Kaiser Plans, HMSA and Kaiser estimated that the change in copayments reduced the premium rate by approximately 0.2%.
- c. The estimated 2009 employee benefit costs are listed by type of benefit in Attachment 1 of the HECO T-13 Rate Case Update.

HECO Supplemental Response:

As previously stated in HECO T-13 Rate Case Update, page 1, the qualified pension and postretirement expense amounts would be updated by Watson Wyatt Worldwide in February 2009, based on plan asset values as of December 31, 2008, and other assumption changes.

Accordingly, HECO supplements the information provided in response to subpart c. of DOD-IR-104 to reflect the changes received from Watson Wyatt Worldwide in February 2009. The net periodic pension cost ("NPPC") and net periodic benefit cost ("NPBC") for the test year 2009 have been updated to \$31,488,000 and \$6,941,000, respectively. See Attachment 2 of this supplemental response for the updated amounts. Attachment 3 of this supplemental response provides the effect of these updates on pension and postretirement expenses in account 926000.

The higher updated pension and postretirement estimates (\$31,488,000 in NPPC and \$6,941,000 in NPBC) compared to the prior estimates provided in HECO T-13, Exhibits HECO-1302 through HECO-1304 (\$14,623,000 in NPPC and \$5,224,000 in NPBC) were primarily due to the reduction in the value of plan assets which resulted in an increase in the amortization of the loss, offset by an increase in the discount rate assumption from 6.125% to 6.625% for the pension and to 6.5% for postretirement. In addition, a change in the asset return rate assumption from 8.5% to 8.25% and the lower value of plan assets resulted in a decrease in the expected return component of the NPPC and NPBC. An explanation of the increased pension and postretirement amounts, as provided by Watson Wyatt Worldwide, is included in Attachment 4 of this supplemental response. The effect of these updated expenses on the pension and OPEB tracking mechanisms are provided in the supplemental response to DOD-IR-101.

HEI Projected 2009 Expense

6.625% discount rate, 12/31/2008 assets, 8.25% expected rate of return
2.5% salary inflation

HEI Retirement Plan

	<u>HECO</u>
Service Cost	16,943,000
Interest Cost	40,486,000
Exp Asset Return	(36,230,000)
Amort of Tr Oblig	
Amort of Pr Svc Cost	(465,000)
Amort of (Gain)/Loss	10,754,000
Total	31,488,000

Information on companies other than HECO has been deleted.

6.50% discount rate, 12/31/2008 assets, 8.25% expected rate of return
2.5% salary inflation



Information on companies other than HECO has been deleted.

HEI Projected 2009 Expense

6.50% discount rate, 12/31/2008 assets, 8.25% expected rate of return
2.5% salary inflation

Executive Life Only

	<u>HECO</u>
Service Cost	42,000
Interest Cost	507,000
Exp Asset Return	
Amort of Tr Oblig	343,000
Amort of Pr Svc Cost	
Amort of (Gain)/Loss	
Total	892,000

Information on companies other than HECO has been deleted.

HECO Rate Case TY 2009
Pension/OPEB Adjustment - Account No. 926000
(\$1000s)

T-13 Update Attach 1

Line	Account Description	Revised TY Est. 2009	Update	Updated TY Est. 2009
1	Qualified Pension Plan	14,623	16,865 ¹	31,488
5	Other Postretirement Benefits*	3,853	1,698 ²	5,551

* Net of electric discount

¹ Adjustment for Feb update to estimated NPPC from Watson Wyatt Worldwide:

31,488 Attachment 1, page 1
-14,623 HECO-1302
<u>16,865</u>

² Two adjustments were made resulting in a gross adjustment amount of \$1,698 as follows:

a. Adjustment for Feb update to NPBC from Watson Wyatt Worldwide:

6,941 Attachment 1, page 2
-5,224 HECO-1304
<u>1,717</u>

b. Updated executive life program (postretirement) portion deleted to simplify and limit issues in this rate case:

-892 Attachment 1, page 3
873 HECO-1303, page 3, line 7
<u>-19</u>

c. Total adjustment:

1,717
-19
<u>1,698</u>

Note: Refer to the supplemental response to DOD-IR-101 for the effect of the above updated expenses on the pension and OPEB tracking mechanisms.

Comparison of HECO Projected 2009 NPPC & NPBC

HEI Retirement Plan	(6/08) HECO	(2/09) HECO	Change	Explanation of Changes
Service Cost	19,631,000	16,943,000	(2,688,000)	The service cost has decreased due to the increase in discount rate and reduction in expected future salary increases related to inflation.
Interest Cost	40,377,000	40,486,000	109,000	The interest cost remains relatively flat primarily due to offsetting effects of the discount rate change versus obligation measurement. The lower salary inflation rate assumption tends to lower the obligation which lowers the interest cost.
Exp Asset Return	(48,858,000)	(36,230,000)	12,628,000	The expected return on the MRV of assets declined significantly as the MRV of assets decreased approximately 22.8% and the expected long term asset return rate was reduced from 8.5% to 8.25%.
Amort of Tr Oblig	0	0	0	
Amort of Pr Svc Cost	(465,000)	(465,000)	0	
Amort of (Gain)/Loss	3,938,000	10,754,000	6,816,000	The loss amortization increased due to the significant decline in assets. The asset losses were mitigated by the increase in discount rate and decrease in expected future inflationary salary increases.
Total	14,623,000	31,488,000	16,865,000	Total change in net periodic cost estimate primarily driven by 2008 asset losses.
Assumptions				
Discount Rate	6.125%	6.625%	0.500%	The discount rate changed as a result of the bond portfolio analysis prepared at 1/1/09.
Smoothed Asset Value	593,172,000 (based on 12/31/07 MV projected to 12/31/08 assuming 8.5% returns on assets)	457,510,000 (based on 12/31/2008 MV)	(135,662,000)	Although a market-related value is used to smooth fluctuations in asset value, 2008 asset losses were enough to trigger the 15% collar around market value. This resulted in higher recognition of asset losses as of 01/01/2009 for net periodic cost purposes.
Asset Rate of Return	8.50%	8.25%	-0.25%	The expected long term asset return rate was reduced to reflect current and future economic expectations.
Salary Inflation	3.00%	2.50%	-0.50%	The salary inflation assumption was lowered to be consistent with long-term asset return expectations and reflect assumptions of the company regarding salary increases.
HEI OPEB Plan	(6/08) HECO	(2/09) HECO	Change	Explanation of Changes
Service Cost	3,096,000	2,820,000	(276,000)	The service cost has decreased due to the increase in discount rate and reduction in expected future inflationary salary increases.
Interest Cost	7,738,000	7,707,000	(31,000)	The interest cost remains relatively flat primarily due to offsetting effects of the discount rate change versus obligation measurement. The lower salary inflation rate assumption tends to lower the obligation which lowers the interest cost.
Exp Asset Return	(8,011,000)	(6,051,000)	1,960,000	The expected asset return has decreased due to the significant decline in actual assets as of 12/31/2008. Actual assets at 12/31/2008 were 21.5% lower than projected.
Amort of Tr Oblig	2,401,000	2,401,000	0	
Amort of Pr Svc Cost	0	0	0	
Amort of (Gain)/Loss	0	64,000	64,000	A loss amortization occurs due to the significant decline in assets. The asset losses were mitigated by the increase in discount rate and decrease in expected future inflationary salary increases.
Total	5,224,000	6,941,000	1,717,000	Total change in net periodic cost estimate primarily driven by 2008 asset losses.
Assumptions				
Discount Rate	6.125%	6.500%	0.375%	The discount rate changed as a result of the bond portfolio analysis prepared at 1/1/09. Effective 1/1/09, bond portfolio analyses were prepared separately for the pension plan and OPEB plan.
Smoothed Asset Value	106,539,000 (based on 12/31/07 MV projected to 12/31/08)	83,658,000 (based on 12/31/2008 MV)	(22,881,000)	Although a market-related value is used to smooth fluctuations in asset value, 2008 asset losses were enough to trigger the 15% collar around market value. This resulted in higher recognition of asset losses as of 01/01/2009 for net periodic cost purposes.
Asset Rate of Return	8.50%	8.25%	-0.25%	The expected long term asset return rate was reduced to reflect current and future economic expectations.
Salary Inflation	3.00%	2.50%	-0.50%	The salary inflation assumption was lowered to be consistent with long-term asset return expectations and reflect assumptions of the company regarding salary increases.
Trend Rates	10% to 5%	10% to 5%		

DOD-IR-104

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- (b) For each modification identified in response to part a, please identify, quantify and explain its cost impact.
- (c) Please list by type of benefit and by sub-account, each employee benefit cost that HECO has included in its updated 2009 test year filing.

HECO Response:

- a. A summary of modifications to the medical plans that were effective January 1, 2008, is provided in Attachment 1 of this response. Modifications that were made to the medical plan provisions as negotiated with the IBEW are noted on page 1 (top half). The remaining modifications were made by HMSA and Kaiser to all their plans and are generally intended to clarify plan language, covered services, or meet statutory requirements.
- b. Modifications made to the plan provisions include increases to copayments as negotiated with the IBEW. A review of actual claims for 2008 would have to be made in order to get the cost impact of these changes. In determining the 2008 premium rate for the HPH and Kaiser Plans, HMSA and Kaiser estimated that the change in copayments reduced the premium rate by approximately 0.2%.
- c. The estimated 2009 employee benefit costs are listed by type of benefit in Attachment 1 of the HECO T-13 Rate Case Update.

HECO Supplemental Response (3/20/09):

As previously stated in HECO T-13 Rate Case Update, page 1, the qualified pension and postretirement expense amounts would be updated by Watson Wyatt Worldwide in February 2009, based on plan asset values as of December 31, 2008, and other assumption changes.

Accordingly, HECO supplements the information provided in response to subpart c. of DOD-IR-104 to reflect the changes received from Watson Wyatt Worldwide in February 2009. The net periodic pension cost ("NPPC") and net periodic benefit cost ("NPBC") for the test year 2009 have been updated to \$31,488,000 and \$6,941,000, respectively. See Attachment 2 of this supplemental response for the updated amounts. Attachment 3 of this supplemental response provides the effect of these updates on pension and postretirement expenses in account 926000.

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HECO Supplemental Response (3/27/09):

This supplemental response is provided in response to a request for further information from the Consumer Advocate's consultant regarding the transmittal of revised NPPC and NPBC amounts to HECO by Watson Wyatt.

As requested by HEI, on February 11, 2009 Watson Wyatt provided by email, an update to the estimated 2009 NPPC and NPBC for budgeting purposes in advance of the actual calculations that will be performed in the May-June 2009 timeframe, using January 1, 2009 participant information. The final expense, assuming no mid-year events that would require special recognition under FAS 88, is expected to be completed by the end of June 2009. The information in the email from Watson Wyatt that transmitted the estimated 2009 net periodic pension/benefit has been incorporated in this supplemental IR response. Estimates were based on January 1, 2008 participant data projected to January 1, 2009, asset information as provided by Hawaiian Electric for December 31, 2008, discount rates of 6.625% for pension obligations and 6.5% for OPEB obligations, a long term expected asset return of 8.25% (down from 8.5%), a 2.5% salary increase assumption related to inflation (down from 3% assumed as of January 1, 2008), and mortality projected to January 1, 2009. Other assumptions were the same as used for the January 1, 2008 valuation of obligations.

The Watson Wyatt actuaries also included a disclaimer in their email that they have no relationship with Hawaiian Electric Inc., or any of its related companies or subsidiaries, which would impair their objectivity in preparing the updated estimate. The information was prepared by consultants of Watson Wyatt with actuarial credentials meeting the Qualification Standard of the American Academy of Actuaries to render actuarial opinions regarding the information they prepared.

Also recent confirmation was received from Watson Wyatt that the Pension Protection Act ("PPA") and the Worker, Retiree, and Employer Recovery Act of 2008 ("WRERA") do not impact the calculation of net periodic pension/benefit cost beyond the impact they have on

contribution levels during 2009. WRERA may help lower the final 2009 minimum contribution requirement (MRC) to be contributed partly in 2009 with the remainder due in 2010, but is not anticipated to change the cash funding required of HECO to meet 2009 quarterly contribution requirements totaling \$8,218,000 due during 2009; that is, any reduction in 2009 MRC attributable to WRERA is expected to be realized in 2010.

DOD-IR-105

Does HECO provide discounted electric service to its employees? If so, please provide full details of this for 2008 and 2009. Please identify all kWh sales that are subject to the discount and identify the amount of revenue foregone in 2008 and, separately, in 2009, related to the provision of discounted electric service.

HECO Response:

Yes. HECO provides electric service to its employees under Schedule E, which is shown in HECO-105, page 32. The rates applicable to Schedule E service are two-thirds ($2/3$) of the current effective Schedule R (residential service) rates for usage up to 825 kWh per month. Schedule E energy usage above 825 kWh per month is charged at the full Schedule R rates.

HECO objects to the 2008 part of this information request as in order to provide the requested information it would require that HECO make computations, calculate, or otherwise rework data contained in its files or records.

Without waiving the foregoing objection, HECO reports for 2008 total Schedule E sales of 20,495,262 kWh and 2,114 customers. For the 2009 test year, HECO estimates 16,292 mWh from 25,142 bills will be subject to the Schedule E discount, as shown in HECO-WP-302, page 7. HECO's 2009 test year estimate is based on the distribution of 2007 Schedule E customer sales that was prepared specifically for the 2009 test year rate case. HECO estimates the Schedule E discount at \$1,531,200 at proposed rates as shown in the Rate Case Update to HECO T-22, Attachment 1, pages 10-15.

DOD-IR-106

Does HECO or its affiliates have any studies in the past three years through 2008 of how its provision of employee benefits compares with other utilities and/or other companies? If not, explain fully why not. If so, please identify and provide a copy of all such studies.

HECO Response:

HECO participated in the 2007 Energy Services BENVAl[®] study (“BenvAl[®] Study”) conducted by Towers Perrin. This comprehensive survey analyzes our total employee benefits program and each plan compared to other utility companies in a comparable revenue grouping. The BenvAl[®] Study contains confidential vendor, research and/or other nonpublic information, the redaction of which would not be reasonably practicable, and which if made public, would subject Towers Perrin to a competitive disadvantage. As a result, the BenvAl[®] Study has been designated as confidential information and is being filed in its entirety under protective order. A copy of this study is provided in Attachment 1 of this response.

In addition, for confidentiality purposes, individual companies are identified by a company code. HECO’s company code is [REDACTED]. The company code is confidential and is provided pursuant to the Protective Order filed on November 21, 2008 in this proceeding.

Attachment 1 contains confidential information and is provided subject to the Protective Order filed on November 21, 2008 in this proceeding.

Attachment 1 is voluminous and available for inspection at HECO's Regulatory Affairs Division office, Suite 1301, Central Pacific Plaza, 220 South King Street, Honolulu, Hawaii. Please contact Dean Matsuura at 543-4622 to make arrangements to inspect the document. An electronic copy of the requested information is being provided.

DOD-IR-107

- (a) Please list all Edison Electric Institute and EEI special purpose activity/EEI sub-group dues that HECO incurred in 2007, 2008 and estimates for 2009.
- (b) For each item of EEI and EEI affiliate dues, please provide the related invoices and all correspondence from EEI concerning the purpose of such activities, including identification of the portion of such dues that are related to non-deductible and/or lobbying activities.
- (c) Please show in detail how HECO accounted for the EEI basic dues and the dues for each EEI sub-group.
- (d) Are the EEI core dues and EEI sub-group dues allocated between HECO and other affiliates? If not, explain fully why not. If so, please show in detail how the allocation was performed for all dues in 2007 and 2008 and as budgeted for 2009.
- (e) Does HECO have any information on EEI budget categories or on what activities the EEI funds are spent? If not, explain fully why not. If so, please provide all such information that HECO has for 2007, 2008 and 2009.
- (f) Does HECO have any NARUC-sponsored audit reports of EEI dues? If not, explain fully why not. If so, please identify which EEI audit reports HECO has.

HECO Response:

- a. HECO incurred EEI membership dues of \$296,965 and \$325,925 in 2007 and 2008, respectively. Based on EEI's 2009 invoices (Attachment 1), HECO estimates it will incur membership dues of \$314,000 for 2009. (See subpart c response below for calculations of HECO's shares for 2007, 2008, and 2009, and reconciliation of the test year estimate of \$180,000.) In direct testimony, HECO-1404, page 4, in the absence of an actual 2009 invoice, the 2008 invoiced amount of \$450,608¹ was used. After simplification adjustments related to certain activities such as legislative advocacy, legislative policy research, advertising, marketing, public relations and lobbying, the 2009 test year rate case estimate is adjusted to \$180,000.
- b. Copies of the 2007 and 2008 EEI invoices were filed as Attachments 1 and 2, respectively, to HECO's response to DOD-IR-90 in this rate case proceeding. Attachment 1 to this

¹ In the original 2009 test year estimate of \$450,608, the \$15,000 contribution to Edison Foundation was excluded from the 2008 EEI invoice amount of \$465,608.

response is the EEI correspondence which includes the 2009 annual membership dues invoice of \$448,274. Based on discussions with EEI, HECO has been allowed to pay its 2009 EEI membership dues on a quarterly basis. Attachment 2 to this response includes copies of the quarterly 2009 EEI membership dues invoices.

The 2009 membership dues that are related to non-deductible and/or lobbying activities are documented in footnotes directly on the invoices. As documented in HECO-1404, page 4, note 2, HECO had excluded from its EEI membership dues costs related to certain activities such as legislative advocacy, legislative policy research, advertising, marketing, public relations and lobbying, to derive the 2009 test year estimate.

c. HECO accounted for its EEI membership dues for 2007 and 2008 as follows:

2007 Membership Dues	Total Invoice	HECO's Share	Incurred
Regular Activities of EEI	381,124	70%	266,787
Industry Structure Assessment	38,112	70%	26,678
Mutual Assistance Program	5,000	70%	3,500
Total	424,236		296,965
2008 Membership Dues			
Regular Activities of EEI	405,096	70%	283,567
Industry Structure Assessment	40,512	70%	28,358
Mutual Assistance Program	5,000	70%	3,500
Contribution to Edison Foundation	15,000	70%	10,500
Total	465,608		325,925

HECO plans to account for its EEI membership dues for 2009 as follows (a reconciliation to the 2009 test year estimate is also provided):

2009 Membership Dues			
Regular Activities of EEI	389,340	70%	272,538
Industry Structure Assessment	38,934	70%	27,254
Mutual Assistance Program	5,000	70%	3,500
Contribution to Edison Foundation	15,000	70%	10,500
2009 Total	448,274		313,792
Reconciliation to 2009 TY estimate:			
Total to be incurred in 2009 by HECO			313,792
Less: Contribution to Edison Foundation			(10,500)
Less: 40% of Regular Activity Dues			(109,015)
Less: 40% of Industry Structure Dues			(10,902)
2009 Adjusted Total			183,375
Difference			(3,375)
2009 TY Estimate			180,000

Based on the actual 2009 EEI invoices received, the updated 2009 test year estimate is approximately \$3,000 higher than the original 2009 test year estimate, which was based on the 2008 EEI invoices. HECO will not update the EEI membership dues expense estimate due to immateriality.

- d. Yes. EEI membership dues are shared among HECO and its utility subsidiaries. For 2007 and 2008, the recorded EEI membership dues were allocated 70% HECO, 15% HELCO and 15% MECO. For 2009, HECO plans to use the same allocation, which is based on the following methodology:

	2008 Revenues	% of Revenues ²	Rounded
HECO	1,954,772	69%	70%
HELCO	446,297	16%	15%
MECO	452,570	16%	15%
Total	2,853,639	100%	100%

- e. No. HECO does not have current information on EEI budget categories. HECO obtained a Schedule of Expenses by NARUC Category for Core Dues Activities for the year ended December 31, 2006 in its 2007 test year rate case (Docket No. 2006-0386) in order to determine the exclusion adjustment. This 2006 schedule was filed as HECO T-13, Attachment 1, Page 1 of 2, in the Stipulated Settlement Letter dated September 5, 2007 for the Company's 2007 test year rate case (see Attachment 3 to this response). Per NARUC, this schedule is no longer prepared beginning 2007.
- f. No. HECO is not provided and has not requested any NARUC-sponsored audit reports of EEI dues.

² Percentages do not foot due to rounding.

701 Pennsylvania Avenue, N.W.
Washington, D.C. 20004-2696
Telephone 202-508-5600



**EDISON ELECTRIC
INSTITUTE**

DAVID M. RATCLIFFE
EEI Chairman

November 14, 2008

Mrs. Constance Lau
President and CEO
Hawaiian Electric Industries Inc
PO Box 730
Honolulu, HI 96808-0730

Dear Connie:

Enclosed please find the invoice for your company's 2009 Edison Electric Institute dues.

Based on the guidance provided by the EEI Board in June, the total dues budget remains unchanged for 2009, as it has now for several years. It is important to note that your individual company's billed dues will vary based on your relative growth in statistics. Companies with statistical increases greater than average will see higher dues, while companies with lower growth, mergers, or other changes may see reductions.

Working together, we achieved many of our priorities and delivered real benefits in 2008, including major tax savings that alone significantly exceed each of our dues to EEI. Enclosed is an excellent summary of our accomplishments. In the coming year, as we work with a new Obama Administration and a new Congress, I think we can anticipate that energy policy, climate and other environmental issues, the ongoing financial crisis, and tax policy – including the critically important dividend tax rate – will remain front-burner issues. Likewise, we anticipate a challenging regulatory agenda at both the federal and state level.

I would note that the flat dues guideline was set by the Board before the unanticipated market collapse, and the adverse impact this is having on EEI's investment income and pension liability under the new FASB #158 pension funding requirements. This creates a particularly demanding situation for EEI, and underscores the importance of your full support.

I want to thank you for your participation in EEI, your commitment to finding common ground, and your active involvement in advancing the public policy issues that are so critical to our companies and our customers. It is a true privilege to work with you. If you have questions, or would like to talk about EEI or the industry issues and positions, please give me or Tom Kuhn a call.

Sincerely,

A handwritten signature in dark ink, appearing to read "David", written over a light blue horizontal line.

David M. Ratcliffe
DMR:era

Enclosures



INVOICE FOR MEMBERSHIP DUES

701 PENNSYLVANIA AVENUE, NW
WASHINGTON, DC 20004-2696
PHONE (202) 508-5000

MRS. CONSTANCE LAU
PRESIDENT AND CEO
HAWAIIAN ELECTRIC INDUSTRIES INC.
PO BOX 730
HONOLULU, HI 96808-0730

Date	Invoice Number
11/14/2008	DUES200937

*Payment Due on or before 2/1/2009
(Interest charges will accrue after due date)*

Description	Total
2009 EEI Membership Dues for:	
Regular Activities of Edison Electric Institute ¹	\$389,340
Industry Issues ²	38,934
Mutual Assistance Program ³	5,000
2009 Contribution to The Thomas Alva Edison Foundation (Edison Foundation), including the Institute for Electric Efficiency	
The Edison Foundation is an IRC 501(c)(3) educational and charitable organization. The Institute for Electric Efficiency (IEE) is a program of the Edison Foundation. Contributions are tax deductible in the same manner as contributions to any 501(c)(3) organization.	15,000
Total	\$448,274
<p>1- The portion of membership dues allocable during 2009 relating to influencing legislation not deductible for federal income tax purposes is estimated to be 16%.</p> <p>2- The portion of the voluntary industry issues allocable during 2009 relating to influencing legislation is estimated to be 35%.</p> <p>3- Voluntary assessment approved by EEI Executive Committee relating to improvements for the rapid response to disasters. No portion of this assessment is allocable to influencing legislation.</p>	

PLEASE NOTE INFORMATION FOR WIRING.

The following is instruction for transferring funds electronically to Edison Electric Institute's account at the Wachovia Bank N.A. in Washington, DC;

Beneficiary's Bank: Wachovia Bank, N.A.
Bank's Address: Washington, DC
Bank's ABA Number: 054001220
Beneficiary: Edison Electric Institute
Beneficiary's Acct No: 2000013842897
Beneficiary's Address: 701 Pennsylvania Avenue, NW
Washington, DC 20004-2696 USA
Beneficiary Reference: 2009 Membership Dues

Please refer any questions to Ed Milad at: phone-(202) 508-5430; fax-(202) 508-5037; or e-mail-emilad@eei.org.

EDISON ELECTRIC INSTITUTE

2009 Allocation Factors

Membership dues are based on calculations using the member company's Average Number of Customers and Total Electric Revenue for the year 2007 and Owned Generating Capacity as of September 1, 2008. The sum of the three components' calculations is used in determining your 2009 Dues.

A. Member Companies

<u>Customers:</u>			<u>Factors</u>	
First	500,000	@	0.212500	Per customer
Next	1,200,000	@	0.072950	" "
Over	1,700,000	@	0.072850	" "
<i>Plus</i>				
<u>Revenue:</u>				
First	2,000,000,000	@	0.117400	Per thousand dollars
Next	2,000,000,000	@	0.066300	" " "
Over	4,000,000,000	@	0.045600	" " "
<i>Plus</i>				
<u>Owned Generating Capacity:</u>				
First	3,000,000	@	0.032630	Per kilowatt
Next	7,000,000	@	0.024400	" "
Over	10,000,000	@	0.012400	" "

Subject to the merger policy shown in the accompanying notes on the reverse side; a company system can combine the system's customers and revenues for dues purposes so long as these figures, as defined above, from all operating subsidiaries are included in the dues calculation.

B. Generating Companies Only

<u>Revenue:</u>				
First	2,000,000,000	@	0.058700	Per thousand dollars
Next	2,000,000,000	@	0.033150	" " "
Over	4,000,000,000	@	0.022800	" " "
<i>Plus</i>				
<u>Owned Generating Capacity:</u>				
First	3,000,000	@	0.032630	Per kilowatt
Next	7,000,000	@	0.024400	" "
Over	10,000,000	@	0.012400	" "

C. Transmission Companies Only

<u>Revenue:</u>				
First	2,000,000,000	@	0.058700	Per thousand dollars
Next	2,000,000,000	@	0.033150	" " "
Over	4,000,000,000	@	0.022800	" " "
<i>Plus</i>				
<u>Year-end Owned/Leased Assets</u>				
First	700,000,000	@	0.134500	Per thousand dollars
Next	2,100,000,000	@	0.062540	" " "
Over	2,800,000,000	@	0.039800	" " "

D. The minimum dues for a member company is \$17,000.

(OVER)

Important Information

To fund the 2009 EEI Budget, dues for your company have been allocated based on calculations using the member company's Average Number of Customers, Revenue for the year 2007, and Owned Generating Capacity as of September 1, 2008. The sum of these three component calculations was used in determining your 2009 Dues.

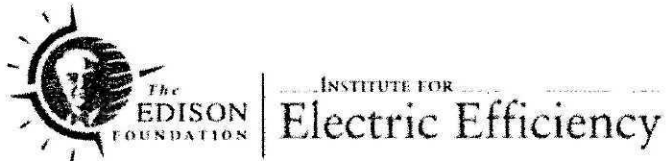
Mergers

In June 2000, the EEI Executive Committee adopted a policy for treatment of dues calculations for merging companies. The policy established a "phase-in" plan for the difference between the combined dues of the merging companies prior to the merger and the dues calculated per formula. This policy calls for a four year forward phase-in of the merger benefit, avoiding the immediate shift of dues obligations to other members.

Late Payment of Dues

All dues are due and payable on or before February 1, 2009. According to Board policy, payments received after February 1, 2009 will be charged interest equal to the average yield obtained by EEI on currently purchased short-term investments.

If you have any questions about your dues' calculations, please call Patric O'Kelley at (202) 508-5700.



... Advancing energy-efficiency practices and demand response among electric utilities.

IEE Mission

The Board of Directors of the Edison Foundation established the Institute for Electric Efficiency (IEE) to intensify the nation's efforts to become more efficient and to increase public awareness of, and participation in, electric utility energy-efficiency programs, products, and services.

Recognizing energy efficiency's role in addressing climate change and in moderating the expected growth in electricity demand, IEE was created to focus on accelerating the industry's energy-efficiency efforts and increasing the industry's energy-efficiency investments.

IEE serves electric utilities, electricity customers, and energy policymakers across the country as a clearinghouse and resource for information, best practices, and innovation. Specifically, the Institute acts as a forum to:

- Advance energy-efficiency practices and demand response among electric utilities;
- Promote the sharing of information, ideas, and experiences in energy efficiency and demand response in the power sector; and
- Develop a resource base of effective business models, practices, and processes.

Governance

IEE is a program of the Edison Foundation, a 501(c)(3) charitable organization, and is governed by a Management Committee of electric industry executives. IEE has a permanent Advisory Committee that comprises representatives from the efficiency community, federal and state government agencies, and other informed stakeholders. IEE also has established a Strategy Committee comprising senior electric industry executives that identify strategies and projects for IEE.

Funding

IEE requests contributions from individual utilities based on the following revenue formula:

- | | |
|---|-----------|
| a. Companies with revenues in excess of \$3 billion a year | \$30,000. |
| b. Companies with revenues from \$1 billion to \$3 billion a year | \$15,000. |
| c. Companies with revenues less than \$1 billion a year. | \$5,000. |

Contributions to the Edison Foundation and its programs are tax deductible in the same manner as contributions to any 501(c)(3) organization.

Membership

Membership in IEE is open to all electric utilities, including investor-owned utilities, public power utilities, electric cooperatives, and foreign utilities.



2008 Industry Issues and Accomplishments

HIGHLIGHTS

- Bonus Depreciation—Enacted
- Extension of Renewable Tax Credits—Enacted
- Accelerated Depreciation for Smart Meters and Smart Grid—Enacted
- Incentives for Electric Vehicles—Enacted
- Clean Coal and Carbon Capture and Storage Incentives—Enacted
- LIHEAP—Fully Funded for First Time in Program's History
- Climate Change—Demonstrable Progress on Principles Endorsed by EEI CEOs
- Federal Renewable Portfolio Standard—Dropped from Energy Bill
- Amendment to Exempt DoD and Other Federal Agencies from State Electricity Laws—Dropped Prior to Action
- FERC Final Rule on Standards of Conduct—Eliminated Unworkable Prior Standards; New Rule Reflects EEI Positions
- FERC Order on Market-Based Rates—Rehearing Orders Providing Helpful Clarifications
- FERC Order on Mergers and Acquisitions—Rehearing Order Providing Helpful Clarification
- FERC Final Rule on Critical Infrastructure Protection—Issued; Reflects Key Issues Raised by EEI
- Investing in America's Electric Future Campaign—Significant Outreach Ongoing
- "Defend My Dividend" Campaign to Extend 15% Maximum Tax Rate on Dividend Income—Underway

FINANCE/TAX ISSUES

- Congress passed a bipartisan economic rescue package in October designed to help stabilize financial markets and restore liquidity to credit markets. The legislation included important energy tax-related provisions that:
 - Extend the Sec. 45 PTC (at full value) through 2009, expand facilities qualifying, and extend the refined coal credit;
 - Extend the 30% solar ITC for 8 years, and provide a new 10% ITC for combined heat and power systems. Remove the utility exclusion. Also add geothermal heat pumps;
 - Reduce depreciable lives for smart meters from 20 to 10 years; 10-year depreciable life also applies to smart grid property;
 - Extend tax incentives for energy-efficient homes, buildings, appliances, and new plug-in electric drive vehicles;
 - Provide \$1.5 billion in new credits for advanced clean coal facilities;
 - Provide a new tax credit for capture and storage of CO₂;
 - Extend the Transco provision for sales before January 1, 2010.
- Congress passed an economic stimulus package that contained a bonus depreciation provision worth billions to the electric utility industry for new capital equipment placed in service in 2008, except for certain long-lived property—including most traditional electric generation, transmission, and distribution property—that takes more than a year to construct (extends through 2009).
- EEI led extensive industry interaction with Treasury on proposed changes to tax accounting rules proposing that regulated utility assets that are sold or transferred to non-utilities would no longer qualify for normalization protection. The March 2008 final rule was consistent with EEI's position by both retaining normalization and in not making any retroactive changes.
- EEI is engaged in a multi-year effort to secure an extension of the current 15-percent maximum tax rate on dividend income. In April, EEI joined with AGA to release a new study that shows that the dividend tax rate reduction benefits the middle-class and seniors. EEI and AGA also launched a broad-based Defend My Dividend campaign.

PLUG-IN HYBRID ELECTRIC VEHICLES

- The economic rescue bill provides a consumer tax credit for new plug-in electric drive vehicles. Separately, Congress passed a continuing resolution that included \$7.5 billion for a \$25 billion federal loan program to help automakers, battery suppliers, and parts makers retool or build new factories to manufacture advanced vehicles.

OTHER LEGISLATIVE ISSUES

- The continuing appropriations resolution passed by Congress in September included \$5.1 billion for LIHEAP for FY 2009. This marks the first time in LIHEAP's 27-year history that the program will be fully funded.
- EEI led a coalition effort to turn back an amendment sought by the Department of Defense to exempt DoD and other federal agencies from state electricity laws governing electricity purchases. The proposed language was dropped.
- The Senate refused to act on a House energy bill, in part because it contained a 15-percent renewable electricity standard.
- Rail antitrust legislation was reported out of the House Judiciary Committee in April, coupled with committee approval last fall in the Senate. This is the most progress made on rail legislation in years.

CLIMATE CHANGE

- Throughout the year, EEI has worked to promote its climate change principles and to expand industry consensus on climate legislation. The climate change principles continue to evolve, as expressed in EEI testimony before the House Energy & Commerce Committee in June. CEO discussions also continue, which, among other things, are addressing cost-containment mechanisms and distribution of allowances under cap-and-trade legislation.
- The Senate failed to invoke cloture on the Boxer substitute to the Lieberman-Warner bill. EEI emphasized: aligning CO₂ reduction targets with technology availability; effective cost-containment mechanisms; an economy-wide approach; and harmonization with other federal and state laws. Ten Senate Democrats then sent a letter to Senate Democratic leadership indicating they could not support the Boxer substitute and raised concerns over the need to contain costs, to invest aggressively in clean technologies, and to prevent harm to the economy. Senate Energy Committee Chairman Jeff Bingaman stressed setting realistic targets, an effective cost-control mechanism, and establishing a single, national cap-and-trade program, among other priorities.
- EEI hosted a Wall Street-Utility Leadership Forum in New York that focused on climate-related issues and highlighted the need to strengthen ties with the financial community and firms with large energy commodities groups. Another forum is set for December.
- EEI held a workshop on environmental disclosure and has conducted outreach to the Securities and Exchange Commission, stressing financial disclosure should not set environmental policy. EEI's efforts have resulted in industry-wide coordination.
- EEI and industry allies are working to educate congressional and Administration officials regarding the potential implications of regulating CO₂ emissions under the Clean Air Act in response to the Supreme Court's decision in *Massachusetts v. EPA*.
- EEI submitted comments in May on EPA's Safe Drinking Water Act underground injection control pre-rulemaking focused principally on the process for establishing regulations for the injection of CO₂ into underground geologic formations.
- EEI filed comments in July in support of the U.S. Department of the Interior's interim final 4(d) "Special Rule for the Polar Bear," providing that the listing of the polar bear as a threatened species under the Endangered Species Act due to climate impacts would not affect permitting of power plants outside of Alaska.
- Under the auspices of the Asia-Pacific Partnership on Clean Development and Climate, EEI and several member companies participated in a Power Generation Task Force meeting in India. Numerous member companies also have hosted site visits in the past year for international delegations. EEI also participated in the U.N. Framework Convention and Western Climate Initiative.

CYBERSECURITY

- FERC issued a final rule approving a set of mandatory NERC standards on critical infrastructure protection. The final rule is positive and responsive to a broad range of issues raised by EEI in its NOPR comments.
- EEI worked as part of a broad coalition of industry stakeholders, FERC, and key congressional staff to develop a narrowly focused legislative proposal to address electric industry cyber security issues identified by FERC Chairman Joe Kelliher in the spring.

ENERGY EFFICIENCY

- The economic rescue bill passed by Congress extends efficiency tax incentives for homes, buildings and appliances.
- EEI helped to secure a substantial increase in residential energy efficiency for the International Energy Conservation Code in February. The last significant energy-efficiency increase in the IECC was in 1992.
- EEI worked with ASHRAE committees to help make ASHRAE's latest commercial building standard ASHARE 90.1-2007 more efficient, as well as market- and fuel-neutral, and worked with NARUC to conduct a public E-forum, which explained the nature of more efficient retail electric rates, the urgent need to introduce such rates, and practical strategies for overcoming associated barriers.
- EEI published *Building Sustainable Efficiency Businesses*, which advocates for aggressive efficiency development and explains the use of tools to simulate the impact of alternative business/regulatory models on a utility's rates and financial performance.
- EEI helped to develop and participate in DOE's smart grid workshop, and worked with DOE to conduct a public E-forum on the smart grid and how it will support increased energy efficiency. More than 35 public utility commissions participated.
- The Edison Foundation's Institute for Electric Efficiency hired its first Executive Director, Lisa Wood, and continues its efforts to advance energy-efficiency practices among the nation's electric utilities. IEE also is reaching out to EEI members and advisory committee members, including NARUC, NASUCA, EPRI, CEE, ASE, and others.

CLEAN AIR INTERSTATE RULE (CAIR) AND OTHER MAJOR ENVIRONMENTAL ISSUES

- In July, a three-judge panel of the U.S. Court of Appeals for the D.C. Circuit issued a unanimous decision vacating the entire Clean Air Interstate Rule. In the wake of this decision, EEI is working closely with member companies to understand the impacts on individual company operations and state programs. Legislation and regulation addressing utility air emissions are likely next year.
- The U.S. Court of Appeals for the D.C. Circuit denied petitions for rehearing *en banc* filed by industry and EPA in response to the Court's opinion vacating both EPA's cap-and-trade Clean Air Mercury Rule and its decision to "delist" mercury as a hazardous air pollutant. While EPA is appealing to the U.S. Supreme Court, prospects that the Court will consider the case are remote. A new EPA rulemaking could take several years to finalize and might not require mercury emission reductions for about five years. In the interim, EEI continues to assist individual member companies in state-specific proceedings.
- In April, the U.S. Supreme Court granted *certiorari* to PSE&G, Entergy, and the Utility Water Act Group on the question of whether Section 316(b) of the Clean Water Act authorizes EPA to compare costs with benefits in determining the best technology available for minimizing "adverse environmental impact" at cooling water intake structures. Oral arguments are scheduled for December, and a decision could be issued next spring. In July, 18 states filed a § 316(b) *amicus* brief in support of industry petitioners.
- EEI is a member of the Waters Advocacy Coalition, a broad-based coalition of both public and private organizations that has joined in opposition to legislation (H.R. 2421 and S. 1840) that would dramatically expand the jurisdiction of the Clean Water Act.
- EPA issued a final "water transfers" rulemaking in June that governs the movement of water from one body to another for a wide range of purposes, including power generation, does not require federal permits under the CWA (EEI's position). This exclusion is particularly important to hydropower operators that otherwise would face an unnecessary and burdensome permitting process.
- EEI is helping to shape the draft ASTM Standard Practice for Assessing Environmental Performance Improvements of Electric Power Generation Facilities and Infrastructure. The ASTM Power Task Group, which EEI chairs, is considering a proposed change to the Life Cycle Impact Assessment methodology. Such a change will require further testing and peer review.
- EEI's Vegetation Management Task Force is actively engaged in compliance standards-setting for NERC reliability standards.
- EEI and the Utility Solid Waste Activities Group helped to facilitate and build support for an Environmental Council of the States letter to EPA regarding appropriate regulation of coal combustion products.

FERC

- FERC issued a NOPR for Wholesale Competition in Regions with Organized Electric Markets in February. The proposed rule incorporated the majority of comments EEI made on FERC's earlier Advanced Notice of Proposed Rulemaking. In April, EEI filed comments in response to the NOPR, largely supporting FERC's proposals while asking for some helpful clarifications.
- In a major about-face, FERC issued a final rule on Standards of Conduct on October 16. The new rule reflects EEI's key advocacy position that the prior Standards of Conduct framework under Order No. 2004 was unworkable.
- FERC issued rehearing orders in April and July that provided helpful clarifications in response to requests on market-based rates.
- FERC issued a rehearing order to its February 21 final rule granting additional blanket authorizations for merger and acquisition activities subject to Federal Power Act Section 203. EEI had sought, and FERC granted, clarification that the existing blanket authorization for internal reorganizations applies even if assets are transferred in the process and that the existing blanket authorization for MBR contracts applies if neither party is affiliated with a traditional public utility with captive customers.

INVESTING IN AMERICA'S ELECTRIC FUTURE

- EEI continues to lead a national campaign to help electric companies address the challenges of rising electricity costs and the need to invest in the nation's electricity infrastructure, and is reaching out to state and local officials—including legislators, governors, and regulators—around the country through participation in various forums and conferences.
- EEI facilitated State Capital Road Shows in Kansas, New York, North Dakota, and South Dakota to bring together legislators, state officials, electric utilities, the financial community, and regulators.
- EEI conducted another in a series of Wall Street-Regulator dialogues in New York. These dialogues—among state commissioners and rating agencies, investment bankers, equity and fixed-income analysts, and private equity investors—underscore the impact of regulatory decisions on the cost of capital and remind commissioners of the importance of regulation to a company's financial health.

OTHER ACTIVITIES

- EEI's Annual Convention/Expo in Toronto in June featured a robust program of government and industry leaders, a sold-out Expo, and Critical Issue Forums covering a wide range of industry issues; the International Financial Conference in London in March drew record attendance; and the quarterly CEO meetings featured speakers from Congress, the administration, and the states.
- EEI conducted high-value, certified Corporate Directors' training programs on industry- and audit-related issues.
- In June, EEI and IBEW launched the National Labor Management Public Affairs Committee, which is designed to bring together company executives and leaders from IBEW to advance the common objectives of the electric power industry and IBEW members.
- The Edison Foundation hosted two major conferences featuring key policymakers; academic, industrial, financial, labor, and environmental stakeholders; and senior executives from EEI's member companies. A March workshop in Washington, D.C., focused on the technical and non-technical challenges facing the commercialization and widespread deployment of carbon capture and storage. The "Keeping the Lights On: Our National Challenge" conference in April in New York was designed to accelerate the national dialogue on the issues of energy efficiency, generation and transmission adequacy, and looming carbon constraints.

November 2008



**EDISON ELECTRIC
INSTITUTE**

701 Pennsylvania Avenue, N.W.
Washington, D.C. 20004-2696
202-508-5000
www.eei.org

Edison Electric Institute (EEI) is the association of U.S. shareholder-owned electric companies. Our members serve 95% of the ultimate customers in the shareholder-owned segment of the industry, and represent approximately 70% of the U.S. electric power industry. We also have as Affiliate members more than 65 International electric companies, and as Associate members more than 170 industry suppliers and related organizations.



INVOICE FOR MEMBERSHIP DUES

701 PENNSYLVANIA AVENUE, NW
WASHINGTON, DC 20004-2696
PHONE (202) 508-5000

MRS. CONSTANCE LAU
PRESIDENT AND CEO
HAWAIIAN ELECTRIC INDUSTRIES INC
PO BOX 730
HONOLULU, HI 96808-0730

Date	Invoice Number
01/22/2009	DUES200937

Payment Due on or before 04/01/2009
(Interest charges will accrue after due date)

Description	Total
2009 1st Quarter EEI Membership Dues for:	
Regular Activities of Edison Electric Institute ¹	\$97,335
Industry Issues ²	9,734
Mutual Assistance Program ³	1,250
2009 1st Quarter Contribution to The Thomas Alva Edison Foundation (Edison Foundation), including the Institute for Electric Efficiency	3,750
The Edison Foundation is an IRC 501(c)(3) educational and charitable organization. The Institute for Electric Efficiency (IEE) is a program of the Edison Foundation. Contributions are tax deductible in the same manner as contributions to any 501(c)(3) organization.	
Total	\$112,069
<p>1- The portion of membership dues allocable during 2009 relating to influencing legislation not deductible for federal income tax purposes is estimated to be 16%.</p> <p>2- The portion of the voluntary industry issues allocable during 2009 relating to influencing legislation is estimated to be 35%.</p> <p>3- Voluntary assessment approved by EEI Executive Committee relating to improvements for the rapid response to disasters. No portion of this assessment is allocable to influencing legislation.</p>	

PLEASE NOTE INFORMATION FOR WIRING.

The following is instruction for transferring funds electronically to Edison Electric Institute's account at the Wachovia Bank N.A. in Washington, DC:

Beneficiary's Bank: Wachovia Bank, N.A.
Bank's Address: Washington, DC
Bank's ABA Number: 054001220
Beneficiary: Edison Electric Institute
Beneficiary's Acct No: 2000013842897
Beneficiary's Address: 701 Pennsylvania Avenue, NW
Washington, DC 20004-2696 USA
Beneficiary Reference: 2009 Membership Dues

Please refer any questions to Ed Milad at: phone-(202) 508-5430; fax-(202) 508-5037; or e-mail-emilad@eei.org.



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PO BOX 730
HONOLULU, HI 96808-0730

Date	Invoice Number
01/22/2009	DUES200937

Payment Due on or before 06/01/2009
(Interest charges will accrue after due date)

Description	Total
2009 2nd Quarter EEI Membership Dues for:	
Regular Activities of Edison Electric Institute ¹	\$97,335
Industry Issues ²	9,734
Mutual Assistance Program ³	1,250
2009 2nd Quarter Contribution to The Thomas Alva Edison Foundation (Edison Foundation), including the Institute for Electric Efficiency	3,750
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Date	Invoice Number
01/22/2009	DUES200937

Payment Due on or before 09/01/2009
(Interest charges will accrue after due date)

Description	Total
2009 3rd Quarter EEI Membership Dues for:	
Regular Activities of Edison Electric Institute ¹	\$97,335
Industry Issues ²	9,734
Mutual Assistance Program ³	1,250
2009 3rd Quarter Contribution to The Thomas Alva Edison Foundation (Edison Foundation), including the Institute for Electric Efficiency	3,750
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Total	\$112,069
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PO Box 730
HONOLULU, HI 96808-0730

Date	Invoice Number
01/22/2009	DUES200937

Payment Due on or before 12/01/2009
(Interest charges will accrue after due date)

Description	Total
2009 4th Quarter EEI Membership Dues for:	
Regular Activities of Edison Electric Institute ¹	\$97,335
Industry Issues ²	9,734
Mutual Assistance Program ³	1,250
2009 4th Quarter Contribution to The Thomas Alva Edison Foundation (Edison Foundation), including the Institute for Electric Efficiency	3,750
The Edison Foundation is an IRC 501(c)(3) educational and charitable organization. The Institute for Electric Efficiency (IEE) is a program of the Edison Foundation. Contributions are tax deductible in the same manner as contributions to any 501(c)(3) organization.	
Total	\$112,069
1- The portion of membership dues allocable during 2009 relating to influencing legislation not deductible for federal income tax purposes is estimated to be 16%. 2- The portion of the voluntary industry issues allocable during 2009 relating to influencing legislation is estimated to be 35%. 3- Voluntary assessment approved by EEI Executive Committee relating to improvements for the rapid response to disasters. No portion of this assessment is allocable to influencing legislation.	

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HECO T-13
ATTACHMENT 1
PAGE 1 OF 2
FINAL SETTLEMENT

**Edison Electric Institute
Schedule of Expenses by NARUC Category
For Core Dues Activities
For the Year Ended December 31, 2006**

<u>NARUC Operating Expense Category</u>	<u>% of Dues</u>
Legislative Advocacy	20.39%
Legislative Policy Research	5.34%
Regulatory Advocacy	16.47%
Regulatory Policy Research	15.33%
Advertising	1.29%
Marketing	3.94%
Utility Operations and Engineering	11.76%
Finance, Legal, Planning and Customer Service	16.67%
Public Relations	8.81%
Total Expenses	<u>100.00%</u>

Comments:

- * The above percentages represent expenses associated with EEI's core dues activities, based on the operating expense categories established by NARUC. Core expenses are those expenses paid for by shareholder-owned electric utilities' dues.
- * The legislative advocacy percent will differ slightly for IRS reporting requirements. For 2006, the lobbying % for IRS reporting is 18.9%.
- * Administrative expenses are included in the percentages listed above. Approximately 9% of EEI's core dues expenses are administrative.

HECO T-13
ATTACHMENT 1
PAGE 2 OF 2
FINAL SETTLEMENT

<u>EEI 2006</u> <u>NARUC Operating Expense Category</u>	<u>% of</u> <u>Dues</u>
Legislative Advocacy	20.39%
Legislative Policy Research	5.34%
Advertising	1.29%
Marketing	3.94%
Public Relations	8.81%
Total Excluded Expenses (see Attachment 1)	39.77%
Total Excluded Expenses (rounded)	40.00%
Adjustment for Government Lobbying - Direct Testimony (N.1)	25.00%
Difference	15.00%
Membership Dues for Regular Activities (N.1)	\$244,580
Additional Adjustment for Government Lobbying	\$36,687

N.1 HECO-1304, page 5 of 10

DOD-IR-108

Referring to Excel spreadsheet T-22 09 Update Att. 2 - HECO-WP-2203.xls, worksheet X Load Data By Rate Class, please state how many of the 3,750 bills under the proposed Schedule P-Sec (excluding Network) rate class definition are:

- a) Bills from present Schedule PP (former rate class definition)
- b) Bills from present Schedule PS (former rate class definition)

HECO Response:

- a. 1,632 bills remain from the former rate class definition Schedule PP. See Rate Case Update, HECO T-3, Attachment 6, page 12 of 17 (1,873 bills – 241 bills transferred to Schedule DS).
- b. 2,118 bills remain from the former rate class definition Schedule PS. See Rate Case Update, HECO T-3, Attachment 6, page 10 of 17 (2,316 Bills – 186 Network bills – 12 bills transferred to Schedule DS).

DOD-IR-109

Referring to Excel spreadsheet T-22 09 Update Att. 2 - HECO-WP-2203.xls, worksheet X TY Rev By Rate Class, please state how much of the \$410,467 million in TY Sales Revenue at current effective rates for customers on proposed Schedule P is:

- a) Sales revenue from customers presently on Schedule PP
- b) Sales revenue from customers presently on Schedule PS - Sec
- c) Sales revenue from customers presently on Schedule PS – Nwk

Please provide the billing determinants for each group and the workpapers (in native format with all formulas intact) showing the derivation of the billing determinants and revenues.

HECO Response:

- a. \$209,906,800 is the sales revenues from the former rate class definition Schedule PP. See Rate Case Update, HECO T-22, Attachment 4, page 68 of 90. (\$431,097,100 - \$221,926,400 assigned to Schedule DS + \$736,100 Rider M adjustments assigned to Schedule DS). See Rate Case Update, HECO T-22, Attachment 4, pages 67, 68 of 90 for billing determinants.
- b. \$200,560,200 is the sales revenues from the former rate class definition Schedule PS. The Company did not calculate separately Schedule PS network sales revenue. See Rate Case Update, HECO T-22, Attachment 4, page 68 of 90. (\$201,461,800 - \$901,600 assigned to Schedule DS). See Rate Case Update, HECO T-22, Attachment 4, pages 67, 68 of 90 for billing determinants.
- c. See the response to part b. above.

DOD-IR-110

Referring to Excel spreadsheet T-22 09 Update Att. 2 - HECO-WP-2203.xls, worksheet X TY Rev By Rate Class, please state how much of the \$432,495 million in TY Sales Revenue at proposed rates for customers on proposed Schedule P is:

- a) Sales revenue from customers presently on Schedule PP
- b) Sales revenue from customers presently on Schedule PS - Sec
- c) Sales revenue from customers presently on Schedule PS – Nwk

Please provide the billing determinants for each group and the workpapers (in native format with all formulas intact) showing the derivation of the billing determinants and revenues.

HECO Response:

- a. \$221,171,700 of the \$432,495,200 proposed Schedule P revenue is from customers presently on Schedule PP. This is derived by multiplying the \$209,906,800 from the response to DOD-IR-109, part a. by the assigned equal percentage increase of 1.0536662, (see Rate Case Update, HECO T-22, Attachment 1, page 4 of 39 for equal percentage increase of 5.37%).
- b. \$211,323,500 of the \$432,495,200 proposed Schedule P revenue is from customers presently on Schedule PS. This is derived by multiplying the \$200,560,200 from the response to DOD-IR-109, part b. by the assigned equal percentage increase of 1.0536662, (see Rate Case Update, HECO T-22, Attachment 1, page 4 of 39 for equal percentage increase of 5.37%).
- c. The Company did not calculate separately Schedule PS network sales revenue. See the response to part b. above.

DOD-IR-111

Referring to Excel spreadsheet T-22 09 Update Att. 2 - HECO-WP-2203.xls, worksheet X HLADATA, please state the TY Sales MWh, recorded kWh, recorded kWm and LF for the present Schedule PP customers and present Schedule PS customers, separately, that make up the proposed Schedule P-Sec (excluding Network) rate class.

HECO Response:

Test Year Sales for the present Schedule PP customers remaining in the proposed Schedule P-Sec are 937,337 mWh (1,977,937 mWh Schedule PP – 1,040,600 mWh transferred to Schedule DS). Test Year Sales for the present Schedule PS customers remaining in the proposed Schedule P-Sec are 717,087 mWh (872,352 mWh Schedule PS – 151,450 mWh Schedule PS5 – 3,815 mWh transferred to Schedule DS). See Rate Case Update, HECO T-22, Attachment 4, pages 68, 69 of 90.

Recorded Sales for the present Schedule PP customers remaining in the proposed Schedule P-Sec are 947,399,080 kWh (1,987,998,680 kWh Schedule PP – 1,040,599,600 kWh transferred to Schedule DS). Recorded measured demands for the present Schedule PP customers remaining in the proposed Schedule P-Sec are 1,819,921.6 kWm (3,796,588.3 kWm Schedule PP – 1,976,666.7 kWm transferred to Schedule DS). The load factor for Schedule PP customers remaining in the proposed Schedule P-Sec is 520.57.

Recorded Sales for the present Schedule PS customers remaining in the proposed Schedule P-Sec are 720,525,108 kWh (724,339,908 kWh Schedule PS – 3,814,800 kWh transferred to Schedule DS). Recorded measured demands for the present Schedule PS customers remaining in the proposed Schedule P-Sec are 1,476,874.9 kWm (1,485,966.1 kWm Schedule PS – 9,091.2 kWm transferred to Schedule DS). The load factor for Schedule PS customers remaining in the proposed Schedule P-Sec is 487.87. See Rate Case Update Excel

spreadsheet "T-22 09 Update Att. 2 - HECO-WP-2203.xls" for recorded kWh and kWm. See Rate Case Update, HECO T-22, Attachment 4, page 68 of 90 for kWh transferred to Schedule DS. The above kWm transferred to Schedule DS are associated with the kWb as reported in HECO T-22, Attachment 4, page 68 of 90.

DOD-IR-112

Referring to Excel spreadsheet T-22 09 Update Att. 2 - HECO-WP-2203.xls, worksheet X HAFDATA, please provide all of the line items (class load factor, primary line weighting factor, secondary line weighting factor, revenues, increases, etc.) for the present Schedule PP customers and present Schedule PS customers, separately, that make up the proposed Schedule P-Sec (excluding Network) rate class.

HECO Response:

Please see the worksheet tab "X HAFDATA" in the spreadsheets provided in response to

DOD-IR-63.

DOD-IR-113

Account 932. Refer to HECO's rate case update, HECO T-14, page 19 of 28.

- (a) Provide the actual expense by account for the Ward parking structure covered level improvements and, separately, the ramp wall improvements.
- (b) Why didn't HECO update the "non-recurring maintenance normalization adjustment" (in Note 3 on HECO-1412)?
- (c) Provide the actual 2007 non-recurring maintenance projects cost, by account, by project.
- (d) Provide the actual 2006 non-recurring maintenance projects cost, by account, by project.
- (e) Why did HECO use a three year average for the non-recurring maintenance normalization adjustment? Explain fully.
- (f) Why did HECO use 2008-2010 as the three years? Explain fully.
- (g) Note 1 states: "The estimated recurring maintenance amount includes an upward budget adjustment of \$88,000 related primarily to King Street building repairs and maintenance work." Show exactly how the \$88,000 increase translated into the \$35,000 increase shown in the "Rate Case Update" column for estimated annual recurring maintenance.
- (h) Explain why HECO would expect \$88,000 in every year for King Street building repairs and maintenance.
- (i) Provide the actual King Street maintenance and repairs cost by account and project for each year, 2006 through 2008 actual, and as projected for 2009 and 2010.
- (j) Are all of the amounts on HECO's rate case update, HECO T-14, page 19 of 28 for Account 932 non-labor? If not, please identify the labor amounts by project included for each item.

HECO Response:

- a. Actual 2008 expenses incurred for the Ward parking structure covered level improvements and the Ward ramp wall repairs, amounted to approximately \$233,000 (recorded in NARUC 932) and \$740,000 (\$490,000 recorded in NARUC 932, \$226,000 erroneously recorded in NARUC 921, and \$24,000 erroneously recorded in NARUC 920), respectively.
- b. The calculation of the non-recurring maintenance normalization adjustment was inadvertently not updated. Updating the calculation based on the changes provided in the HECO T-14 rate case update would have resulted in an increase to the non-recurring maintenance project expenses by \$175,000, instead of \$85,000. However, the Company

does not plan to update the calculation for non-recurring maintenance project expenses for the 2009 rate case at this time to correct the shortfall of \$90,000 (\$175,000 less \$85,000).

Additional discussion on this normalization adjustment is in HECO's response to CA-IR-348, part e.

- c. Refer to HECO's response to CA-IR-155, Attachment 2, for actual 2007 non-recurring maintenance projects, by cost and account.
- d. Refer to HECO's response to CA-IR-155, Attachment 2, for actual 2006 non-recurring maintenance projects, by cost and account.
- e. The normalization adjustment was intended to make the test year estimates of non-recurring maintenance projects more representative of the average non-recurring maintenance projects incurred or expected to be incurred in 2008, 2009 and 2010.
- f. See response to part e above.
- g. To clarify, the \$88,000 budget adjustment was applied to the estimated annual recurring maintenance amount to derive the original 2009 test year estimate of \$681,000 in direct testimony. See Note 5 at exhibit HECO T-1401 of the T-14 direct testimony and HECO T-10, pages 16 and 17. The \$35,000 budget increase, per the rate case update, reflects additional recurring maintenance services related to check processing and archiving maintenance contracts (see HECO T-14 rate case update at 8-9). The \$88,000 and \$35,000 adjustments are not related.
- h. To clarify, the \$88,000, which primarily relates to the King Street building, was originally budgeted in account 921, but should have been budgeted in account 932. The amount represents \$51,000 of recurring maintenance work at the King Street building and \$37,000

of recurring maintenance work at the Ward facility. The historical maintenance costs for the King Street building is provided in the Company's response to subpart "i" below.

- i. King Street maintenance work expenses, which were recorded in NARUC accounts 920, 921, and 932, including King Street building air conditioning and miscellaneous repairs and maintenance activities, are summarized in the table below. The forecasted amounts for the year 2010 are not available at this time in this level of details (i.e. by building).

NARUC Acct	RA Desc	Proj/WO #	2006	2007	2008	TY 2009
932	Facilities Operation	NPHZZZZZ	2,200	5,200	3,900	—
932	Facilities Planning	NPHZZZZZ	42,700	6,700	8,200	82,200
932	Electric & Welding	NPHZZZZZ	300	—	700	16,800
932	A/C repair	P0000346	57,700	75,800	13,400	42,300
920/921	A/C maintenance	P0000345	52,100	41,800	38,200	—
920/921	Elevator	FA000037	12,000	12,600	13,400	7,100
920/921	Misc repairs	various	12,300	22,600	16,300	43,600
Total King St. building			179,300	164,700	94,100	192,000

- j. No. The total 2009 test year amount of \$1,685,000 for account 932 includes approximately \$247,000 of labor (approximately \$198,000 of recurring maintenance labor and approximately \$49,000 of non-recurring maintenance labor). Refer to HECO's response to CA-IR-155, Attachment 1, for estimated recurring labor amounts budgeted by department and location, including oncost and reclassification from account 920, amounting to approximately \$198,000. These recurring labor estimates are not budgeted by project. The \$49,000 of non-recurring maintenance labor is comprised of \$33,000 of labor budgeted from the Ward parking structure ramp repairs – Ewa end and \$16,000 of labor budgeted from the Ward parking structure ramp repairs – Diamond Head end.

DOD-IR-114

Employee count.

- (a) Please identify all temporary employees on the HECO Rate Case Update, HECO T-15, page 16 of 17, update of HECO-WP-1501.
- (b) Please identify all interns on the HECO Rate Case Update, HECO T-15, page 16 of 17, update of HECO-WP-1501.
- (c) Please provide actual employees for January 2005 through December 2008 in similar format to HECO-WP-1501.
- (d) Please identify all other rate cases, of which HECO is aware, in Hawaii or elsewhere, where future test year employee counts were derived pursuant to a regression formula.
- (e) Please identify by department by month from January 2005 through December 2008 all budgeted and, separately, actual Power Supply (PS) employees.
- (f) Please identify, by department, all actual Power Supply contract services employees by month from January 2005 through December 2008.
- (g) Please identify, by department, all budgeted Power Supply contract services employees by month from January 2005 through December 2008.
- (h) Please provide all documentation relied upon by HECO for its statement at Rate Case Update, HECO T-15, Attachment 6, page 1 of 9 (revised 12/17/08), footnote 2, that the Power Supply "department covers shortfalls by increasing its supplemental workforce (e.g., contract services)."

HECO Response:

- a. Temporary employees are included in Updated HECO-WP-1501 as follows:

	Jan-09	Jan-09	Feb-09	Mar-09	Apr-09	May-09	Jun-09	Jul-09	Aug-09	Sep-09	Oct-09	Nov-09	Dec-09
Departments													
CorpAudComp (all student intern hires)*							4	4	4	2	2	2	2
Tech (student intern hire)*	1	1	1	1	1	1	1	1	1	1	1	1	1
Customer Svc	14	14	14	14	14	14	14	14	14	14	14	14	14
Total Temporary Employees, including interns	15	15	15	15	15	15	19	19	19	17	17	17	17

*Student intern hires are classified as temporary employees as discussed in the response to DOD-IR-115.

- b. Please refer to the response to part (a), above. Only two areas, the Corporate Audit and Compliance Department and the Technology Division, have specifically requested interns/student hire temporary employees as part of their 2009 staffing and workload management plans.
- c. Reports are not available in that format; however, please see pages 5-26 of this response for actual employee counts for January 2005 through November 2005 and CA-IR-354, pages 2-75, for actual employees from December 2005 through December 2008.
- d. HECO has not conducted a survey of rate cases in Hawaii or elsewhere where test year employee count reductions were derived using time-series regression analysis and is therefore not able to provide this information.
- e. Please see Power Supply's data on pages 5-26 of this response and in CA-IR-354, pages 2-75, for the requested information.
- f. The meaning of the term "contract services employees" in part (f) of this request is not clear. Rather than speculate on the meaning of that term as used in this request, this response describes the personnel who perform the work of the Power Supply process area ("Power Supply"). Work in Power Supply is done by: 1) HECO employees, 2) temporary employees on HECO payroll and, 3) supplemental labor. (However, the Operating Division of the Power Supply O&M Department does not use temporary employees or supplemental labor.) HECO has hired temporary employees, such as summer interns, project aides and a chemistry laboratory technician. Please see Power Supply's data on pages 5-26 of this response and in CA-IR-354, pages 2-75, for the historical number of temporary employees in Power Supply. See also, HECO's response to DOD-IR-93, Attachment 2, note 1. Supplemental labor personnel are outside services provided

pursuant to contract, in other words, independent contractors, who are not HECO employees and are not on HECO's payroll. The Power Supply O&M Department has used, and plans to continue to use, supplemental labor. Please refer to the response to part h., below. HECO's response to DOD-IR-121(c) lists 26 positions that might be filled by outside services (i.e., independent contractors) on a temporary basis, meaning that the work of these positions might be performed by supplemental labor.

- g. Please refer to the response to part f., above.
- h. As stated in HECO T-7, page 50, lines 9 to 18: "In June 2008, it was evident that selected positions included in the 2009 test year estimate for the PSO&M Department would be vacant for some portion of 2009. The analysis that was presented in the HECO 2007 test year rate case (Docket No. 2006-0386, HECO's response to CA-IR-67), and is considered to be applicable to the present situation, concluded that HECO's cost to perform the requisite work with vacant position among the PSO&M staff is more than if all the vacancies were filled. This was due to the higher costs for supplemental labor and overtime in order to perform the requisite work. An adjustment was not made to the 2009 test year estimate for Other Production O&M Expense to reflect the fact that position would be vacant because HECO's costs will actually be higher." The use of supplemental labor by the PSO&M Department was discussed extensively in the testimony of HECO T-7 (Dan Giovanni) at pages 54, 56, 58-59, 98-101 and 106; see also HECO-728, HECO-743 and HECO-744.

As stated in the response to CA-IR-71, the conditions that characterize the situations in 2007 and 2009 are the same, and include: 1) if there is not a full complement of qualified operators to support 24 X 7 operation of the fourteen steam-electric generating

units then qualified operators work overtime; 2) the overall level of maintenance activities for the year (i.e., overhauls plus station maintenance) is approximately the same; and 3) work that would typically be performed by maintenance personnel filling positions that are vacant is being performed by other HECO personnel working overtime and/or supplemental labor that was not included in the test year estimate. The subject analysis presented in the HECO 2007 test year demonstrated that the costs associated with these conditions would be higher than if there were no vacant positions in the Operating and Maintenance Divisions of the PSO&M Department. The conditions are similar and therefore the subject analysis is considered to be applicable for 2009. The use of supplemental labor is also discussed in the following responses: CA-IR-70; CA-IR-74; CA-IR-74, Attachment 2; CA-IR-77; and CA-IR-77, Attachment 1.

Hawaiian Electric Company, Inc.
January 31, 2005 Actual Employee Count vs Budget Employee Count

VICE PRESIDENT'S OFFICE	DEPARTMENT NAME	DIVISION NAME	RA	ACTUAL EMPLOYEE COUNT				BUDGET	DIFF
				FULL TIME	PART TIME	TEMP	TOTAL		
CORPORATE EXCELLENCE	COMPENSATION AND BENEFITS	EMPL BENEFITS & HLTH SVCS	PFB	9	0	0	9	9	0
CORPORATE EXCELLENCE	COMPENSATION AND BENEFITS	COMPENSATION	PFC	1	0	0	1	2	(1)
CORPORATE EXCELLENCE	COMPENSATION AND BENEFITS	WORKERS COMPENSATION	PPW	3	0	0	3	3	0
CORPORATE EXCELLENCE	INDUSTRIAL RELATIONS	ADMINISTRATION	PPA	3	0	0	3	3	0
CORPORATE EXCELLENCE	INDUSTRIAL RELATIONS	LABOR REL & WAGE ADMIN	PPI	6	0	0	6	6	0
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	CORPORATE SAFETY	PFS	11	0	0	11	11	0
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	ADMINISTRATION	PHA	2	0	0	2	2	0
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	FACILITIES OPERATIONS	PHB	15	0	0	15	15	0
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	FACILITIES PLANNING	PHF	5	0	0	5	5	0
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	SECURITY	PHS	19	0	0	19	10	9
CORPORATE EXCELLENCE	VP CORPORATE EXCELLENCE	VP CORPORATE EXCELLENCE	P6V	2	0	0	2	2	0
CORPORATE EXCELLENCE	WORKFORCE STAFFING & DEVELOP	ADMINISTRATION	PFA	4	0	0	4	5	(1)
CORPORATE EXCELLENCE	WORKFORCE STAFFING & DEVELOP	CLIENT SERVICES & CONSULTING	PFD	10	0	0	10	5	5
CORPORATE EXCELLENCE	WORKFORCE STAFFING & DEVELOP	ORGANIZ DEV & CONTIN IMPRVMT	PFI	3	0	0	3	6	(3)
CORPORATE EXCELLENCE		SUBTOTAL		93	0	0	93	84	9
CORPORATE RELATIONS	CORPORATE COMMUNICATIONS	CORPORATE COMMUNICATIONS	PQC	8	1	0	9	11	(2)
CORPORATE RELATIONS	VP CORPORATE RELATIONS	VP CORPORATE RELATIONS	P1V	2	0	0	2	2	0
CORPORATE RELATIONS		SUBTOTAL		10	1	0	11	13	(2)
CUSTOMER SOLUTIONS	CUSTOMER TECH APPLICATIONS	CUSTOMER TECH APPLICATIONS	PSR	9	0	0	9	10	(1)
CUSTOMER SOLUTIONS	ENERGY SERVICES	ADMINISTRATION	PSA	3	0	0	3	2	1
CUSTOMER SOLUTIONS	ENERGY SERVICES	CUSTOMER EFFICIENCY PROGRAM	PSD**	6	0	0	6	10	(4)
CUSTOMER SOLUTIONS	ENERGY SERVICES	PRICING	PSP	5	0	0	5	5	0
CUSTOMER SOLUTIONS	FORECASTS & RESEARCH	FORECASTS & RESEARCH	PSM**	10	0	0	10	11	(1)
CUSTOMER SOLUTIONS	INTEGRATED RESOURCE PLNG	INTEGRATED RESOURCE PLANNING	PYP	4	0	0	4	4	0
CUSTOMER SOLUTIONS	MARKETING SERVICES	MARKETING SERVICES	PSN	11	0	0	11	12	(1)
CUSTOMER SOLUTIONS	VP CUSTOMER SOLUTIONS	CUSTOMER SOLUTIONS	P1W	2	0	0	2	0	2
CUSTOMER SOLUTIONS		SUBTOTAL		50	0	0	50	54	(4)
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	ADMINISTRATION	PDA	5	0	0	5	5	0
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	CONTROL SECTION	PDC	9	0	0	9	9	0
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	TRAINING SECTION	PDD	17	0	0	17	1	16
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	FIELD OPERATION	PDF	20	0	0	20	27	(7)
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	CUSTOMER DEMAND	PDH	5	0	0	5		5
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	OPERATIONS	PDS*	9	0	0	9	164	(16)
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	UNDERGROUND	PDU*	23	0	0	23		
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	WEST OVERHEAD	PDJ*	52	0	0	52		
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	EAST OVERHEAD-KOOLAU	PDK*	23	0	0	23		
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	EAST OVERHEAD-WARD	PDL*	41	0	0	41		
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	MAINTENANCE DEMAND	PDM	2	0	0	2	2	0
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	PLANNING	PDP	11	0	0	11	11	0
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	VEGETATION MANAGEMENT	PDV	2	0	0	2	2	0
ENERGY DELIVERY	ENGINEERING	ADMINISTRATION	PBA	7	0	0	7	7	0
ENERGY DELIVERY	ENGINEERING	T&D ENGINEERING	PBE	23	0	0	23	21	2
ENERGY DELIVERY	ENGINEERING	PROJECT MANAGEMENT	PBP	6	0	0	6	7	(1)
ENERGY DELIVERY	ENGINEERING	STRUCTURAL	PBT	17	0	0	17	18	(1)
ENERGY DELIVERY	ENGINEERING	SUBST.PROTECTION&TELECOM	PBY	20	0	0	20	20	0
ENERGY DELIVERY	ENGINEERING	T&D TECHNICAL SERVICES	PBZ	9	0	0	9	12	(3)
ENERGY DELIVERY	SUPPORT SERVICES	ADMINISTRATION	PVA	5	0	0	5	5	0
ENERGY DELIVERY	SUPPORT SERVICES	FLEET	PVF	25	0	0	25	25	0
ENERGY DELIVERY	SUPPORT SERVICES	ELECTRICAL & WELDING SERVICES	PVL	13	0	0	13	13	0
ENERGY DELIVERY	SUPPORT SERVICES	MATERIALS MANAGEMENT	PVM	27	0	0	27	28	(1)
ENERGY DELIVERY	SUPPORT SERVICES	PURCHASING	PVP	11	0	0	11	10	1
ENERGY DELIVERY	SYSTEM OPERATION	ADMINISTRATION	PRA	4	0	0	4	6	(2)
ENERGY DELIVERY	SYSTEM OPERATION	COMMUNICATIONS	PRC	7	0	0	7	8	(1)
ENERGY DELIVERY	SYSTEM OPERATION	OPERATING DISPATCH	PRD	20	0	0	20	23	(3)
ENERGY DELIVERY	SYSTEM OPERATION	OPERATING ENGINEERING	PRE	10	0	0	10	13	(3)
ENERGY DELIVERY	SYSTEM OPERATION	INSTRUMENT & CONTROL	PRI	9	0	0	9	9	0
ENERGY DELIVERY	SYSTEM OPERATION	RELAY	PRR	10	0	0	10	10	0
ENERGY DELIVERY	SYSTEM OPERATION	SUBSTATION	PRS	34	0	0	34	37	(3)
ENERGY DELIVERY	SYSTEM OPERATION	CONSTRUCTION MANAGEMENT	PRX	3	0	0	3	3	0
ENERGY DELIVERY	VP ENERGY DELIVERY	VP ENERGY DELIVERY	P2V	2	0	0	2	3	(1)
ENERGY DELIVERY		SUBTOTAL		481	0	0	481	499	(18)
EXEC VP PUBLIC AFFAIRS	EXEC VP PUBLIC AFFAIRS	EXEC VP PUBLIC AFFAIRS	P9V	2	0	0	2	2	0
EXEC VP PUBLIC AFFAIRS	GOVERNMENTAL RELATIONS	GOVERNMENTAL RELATIONS	PNI	3	0	0	3	3	0
EXEC VP PUBLIC AFFAIRS		SUBTOTAL		5	0	0	5	5	0
GENERAL COUNSEL	LEGAL	LAND & RIGHTS OF WAY	PNL	5	0	0	5	5	0
GENERAL COUNSEL	LEGAL	LEGAL	PNC	11	0	0	11	11	0
GENERAL COUNSEL	VP GENERAL COUNSEL	VP-GENERAL COUNSEL	P5V	2	0	0	2	2	0
GENERAL COUNSEL		SUBTOTAL		18	0	0	18	18	0
GOVT & COMMUNITY AFFAIRS	EDUCATION & CONSUMER AFFAIRS	EDUCATION & CONSUMER AFFAIRS	PQE	6	0	0	6	7	(1)
GOVT & COMMUNITY AFFAIRS	REGULATORY AFFAIRS	REGULATORY AFFAIRS	PNP	6	0	0	6	7	(1)
GOVT & COMMUNITY AFFAIRS	VP GOVT & COMMUNITY AFFAIRS	VP GOVT & COMMUNITY AFFAIRS	P3V	7	0	0	7	5	2
GOVT & COMMUNITY AFFAIRS		SUBTOTAL		19	0	0	19	19	0

Hawaiian Electric Company, Inc.
January 31, 2005 Actual Employee Count vs Budget Employee Count

VICE PRESIDENT'S OFFICE	DEPARTMENT NAME	DIVISION NAME	RA	ACTUAL EMPLOYEE COUNT				BUDGET	DIFF
				FULL TIME	PART TIME	TEMP	TOTAL		
POWER SUPPLY	ENVIRONMENTAL	ADMINISTRATION	PJA	4	0	0	4	4	0
POWER SUPPLY	ENVIRONMENTAL	AIR QUALITY & NOISE	PJB	6	0	0	6	6	0
POWER SUPPLY	ENVIRONMENTAL	CHEMISTRY	PJC	6	0	1	7	7	0
POWER SUPPLY	ENVIRONMENTAL	WATER & HAZARDOUS MATERIAL	PJW	7	0	0	7	7	0
POWER SUPPLY	POWER SUPPLY ENGINEERING	ADMINISTRATION	PYA	3	0	0	3	3	0
POWER SUPPLY	POWER SUPPLY ENGINEERING	SUPPORT STAFF	PYC	2	0	0	2	2	0
POWER SUPPLY	POWER SUPPLY ENGINEERING	PS TECHNICAL SERVICES	PYE	9	0	0	9	9	0
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT ELECT ENGRG	PYF	9	0	0	9	8	1
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT DRAFTING	PYG	2	0	0	2	2	0
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT PROJECT MGT	PYJ	5	0	0	5	4	1
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT MECH ENGRG	PYM	11	0	0	11	9	2
POWER SUPPLY	POWER SUPPLY OPER & MAINT	O&M ADMINISTRATION	PIB	7	0	0	7	10	(3)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	HONOLULU STATION OPERATIONS	PIH	19	0	0	19	26	(7)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION OPERATIONS	PIK	59	0	0	59	58	1
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION MAINTENANCE	PIL	27	0	0	27	38	(11)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	MAINTENANCE ADMINISTRATION	PIM	2	0	0	2	2	0
POWER SUPPLY	POWER SUPPLY OPER & MAINT	HONOLULU STATION MAINTENANCE	PIN	7	0	0	7	9	(2)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	OPERATIONS ADMINISTRATION	PIO	3	0	0	3	1	2
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING	PIP	16	0	0	16	21	(5)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	66	0	0	66	74	(8)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	WAI'AU STATION OPERATIONS	PIW	64	0	0	64	62	2
POWER SUPPLY	POWER SUPPLY OPER & MAINT	WAI'AU STATION MAINTENANCE	PIX	26	0	0	26	37	(11)
POWER SUPPLY	POWER SUPPLY SERVICES	SERVICES ADMINISTRATION	PIA	5	0	0	5	5	0
POWER SUPPLY	POWER SUPPLY SERVICES	POWER PURCHASE	PIC	6	0	0	6	6	0
POWER SUPPLY	POWER SUPPLY SERVICES	FUEL RESOURCES	PIF	3	0	0	3	5	(2)
POWER SUPPLY	POWER SUPPLY SERVICES	GENERATION PLANNING	PYB	10	0	0	10	10	0
POWER SUPPLY	POWER SUPPLY SERVICES	TRANSMISSION PLANNING	PYT	8	0	0	8	8	0
POWER SUPPLY	VP POWER SUPPLY	VP POWER SUPPLY	P7V	2	0	0	2	2	0
POWER SUPPLY		SUBTOTAL		394	0	1	395	435	(40)
PRESIDENT - HECO	CORPORATE AUDIT & COMPLIANCE	ADMINISTRATION	PNX	3	0	0	3	0	3
PRESIDENT - HECO	CORPORATE AUDIT & COMPLIANCE	INTERNAL AUDIT	PNA	3	0	0	3	6	(3)
PRESIDENT - HECO	PRESIDENTS OFFICE	PRESIDENTS OFFICE	P9P	5	0	0	5	3	2
PRESIDENT - HECO	CORPORATE AUDIT & COMPLIANCE	SOX COMPLIANCE	PNS	1	0	0	1	0	1
PRESIDENT - HECO		SUBTOTAL		12	0	0	12	9	3
SPECIAL PROJECTS	VP SPECIAL PROJECTS	VP SPECIAL PROJECTS	P2W	3	0	0	3	0	3
SPECIAL PROJECTS		SUBTOTAL		3	0	0	3	0	3
SR VP ENERGY SOLUTIONS	CUSTOMER INSTALLATION	ADMINISTRATION	PWA	9	0	0	9	10	(1)
SR VP ENERGY SOLUTIONS	ENERGY PROJECTS	ENERGY PROJECTS	PNG	8	0	0	8	8	0
SR VP ENERGY SOLUTIONS	CUSTOMER INSTALLATION	ENGINEERING & METER	PWX	13	0	0	13	11	2
SR VP ENERGY SOLUTIONS	CUSTOMER INSTALLATION	PLANNING & DESIGN	PWP	22	0	2	24	26	(2)
SR VP ENERGY SOLUTIONS	SR VP ENERGY SOLUTIONS	SR VP ENERGY SOLUTIONS	P9S	4	0	0	4	4	0
SR VP ENERGY SOLUTIONS	TECHNOLOGY	TECHNOLOGY	PNR	2	0	0	2	2	0
SR VP ENERGY SOLUTIONS		SUBTOTAL		58	0	2	60	61	(1)
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	ADMINISTRATION	PAA	4	0	0	4	5	(1)
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	ADMINISTRATION	PEA	2	0	0	2	2	0
SR VP FINANCE & ADMIN	MANAGEMENT ACCTG & FIN SVCS	ADMINISTRATION	PKB	4	0	0	4	4	0
SR VP FINANCE & ADMIN	MANAGEMENT ACCTG & FIN SVCS	BUDGETS	PKC	7	0	0	7	7	0
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	CORPORATE ACCOUNTING	PAC	5	0	0	5	5	0
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	COST ACCOUNTING	PAD	9	0	0	9	10	(1)
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	CUSTOMER CARE	PEC	24	0	0	24	20	4
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	DEVELOPMENT SERVICES	PED	31	0	0	31	35	(4)
SR VP FINANCE & ADMIN	MANAGEMENT ACCTG & FIN SVCS	ERP ADMINISTRATION	PKM	3	0	0	3	3	0
SR VP FINANCE & ADMIN	MANAGEMENT ACCTG & FIN SVCS	FINANCIAL ANALYSIS	PKF	2	0	0	2	3	(1)
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	INFRASTRUCTURE & OPERATIONS	PEI	22	0	0	22	28	(6)
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	MAILING SERVICES	PEM	9	0	0	9	9	0
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	PROPERTY ACCOUNTING	PAT	5	0	0	5	6	(1)
SR VP FINANCE & ADMIN	RISK MANAGEMENT	RISK MANAGEMENT	PKI	9	0	0	9	9	0
SR VP FINANCE & ADMIN	SR VP FINANCE & ADMIN	SR VP FINANCE & ADMIN	P4V	3	0	0	3	3	0
SR VP FINANCE & ADMIN	MANAGEMENT ACCTG & FIN SVCS	TREASURY	PKT	5	0	0	5	5	0
SR VP FINANCE & ADMIN		SUBTOTAL		144	0	0	144	154	(10)
SR VP OPERATIONS	CUSTOMER SERVICE	ADMINISTRATION	PCA	5	0	0	5	5	0
SR VP OPERATIONS	CUSTOMER SERVICE	CUST ACCOUNTING & BILLING	PCB	6	0	0	6	8	(2)
SR VP OPERATIONS	CUSTOMER SERVICE	CREDIT	PCD	4	0	0	4	3	1
SR VP OPERATIONS	CUSTOMER SERVICE	CUSTOMER FIELD SERVICES	PCF	5	0	0	5	4	1
SR VP OPERATIONS	CUSTOMER SERVICE	FIELD SERVICE & COLLECTIONS	PCG	25	0	0	25	25	0
SR VP OPERATIONS	CUSTOMER SERVICE	CUSTOMER ASSISTANCE CENTER	PCH	28	0	0	28	31	(3)
SR VP OPERATIONS	CUSTOMER SERVICE	METER READING	PCM	33	0	0	33	35	(2)
SR VP OPERATIONS	CUSTOMER SERVICE	PAYMT PROCESS & SUPPORT CTR	PCP	14	0	0	14	20	(6)
SR VP OPERATIONS	CUSTOMER SERVICE	CUSTOMER ACCOUNT SERVICES	PCS	4	0	0	4	3	1
SR VP OPERATIONS	SR VP OPERATIONS	SR VP OPERATIONS	P8V	2	0	0	2	2	0
SR VP OPERATIONS		SUBTOTAL		126	0	0	126	136	(10)
									0
		COMPANY TOTAL		1413	1	3	1417	1487	(70)

*Forecast Budget count for RA PDS

**Employee Counts have been adjusted to exclude employees covered under the DSM surcharge adjustment docket.

Hawaiian Electric Company, Inc.
February 28, 2005 Actual Employee Count vs Budget Employee Count

VICE PRESIDENT'S OFFICE	DEPARTMENT NAME	DIVISION NAME	RA	ACTUAL EMPLOYEE COUNT				BUDGET	DIFF
				FULL TIME	PART TIME	TEMP	TOTAL		
CORPORATE EXCELLENCE	COMPENSATION AND BENEFITS	EMPL BENEFITS & HLTH SVCS	PFB	9	0	0	9	9	0
CORPORATE EXCELLENCE	COMPENSATION AND BENEFITS	COMPENSATION	PFC	2	0	0	2	2	0
CORPORATE EXCELLENCE	COMPENSATION AND BENEFITS	WORKERS COMPENSATION	PPW	3	0	0	3	3	0
CORPORATE EXCELLENCE	INDUSTRIAL RELATIONS	ADMINISTRATION	PPA	3	0	0	3	3	0
CORPORATE EXCELLENCE	INDUSTRIAL RELATIONS	LABOR REL & WAGE ADMIN	PPI	6	0	0	6	6	0
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	CORPORATE SAFETY	PFS	11	0	0	11	11	0
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	ADMINISTRATION	PHA	2	0	0	2	2	0
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	FACILITIES OPERATIONS	PHB	15	0	0	15	15	0
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	FACILITIES PLANNING	PHF	5	0	0	5	5	0
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	SECURITY	PHS	19	0	0	19	10	9
CORPORATE EXCELLENCE	VP CORPORATE EXCELLENCE	VP CORPORATE EXCELLENCE	P6V	2	0	0	2	2	0
CORPORATE EXCELLENCE	WORKFORCE STAFFING & DEVELOP	ADMINISTRATION	PFA	4	0	0	4	5	(1)
CORPORATE EXCELLENCE	WORKFORCE STAFFING & DEVELOP	CLIENT SERVICES & CONSULTING	PFD	10	0	0	10	5	5
CORPORATE EXCELLENCE	WORKFORCE STAFFING & DEVELOP	ORGANIZ DEV & CONTIN IMPRVMT	PFI	3	0	0	3	6	(3)
CORPORATE EXCELLENCE		SUBTOTAL		94	0	0	94	84	10
CORPORATE RELATIONS	CORPORATE COMMUNICATIONS	CORPORATE COMMUNICATIONS	PQC	8	1	0	9	11	(2)
CORPORATE RELATIONS	VP CORPORATE RELATIONS	VP CORPORATE RELATIONS	P1V	2	0	0	2	2	0
CORPORATE RELATIONS		SUBTOTAL		10	1	0	11	13	(2)
CUSTOMER SOLUTIONS	CUSTOMER TECH APPLICATIONS	CUSTOMER TECH APPLICATIONS	PSR	9	0	0	9	10	(1)
CUSTOMER SOLUTIONS	ENERGY SERVICES	ADMINISTRATION	PSA	3	0	0	3	2	1
CUSTOMER SOLUTIONS	ENERGY SERVICES	CUSTOMER EFFICIENCY PROGRAM	PSD**	6	0	0	6	10	(4)
CUSTOMER SOLUTIONS	ENERGY SERVICES	PRICING	PSP	5	0	0	5	5	0
CUSTOMER SOLUTIONS	FORECASTS & RESEARCH	FORECASTS & RESEARCH	PSM**	10	0	0	10	11	(1)
CUSTOMER SOLUTIONS	INTEGRATED RESOURCE PLNG	INTEGRATED RESOURCE PLANNING	PYP	4	0	0	4	4	0
CUSTOMER SOLUTIONS	MARKETING SERVICES	MARKETING SERVICES	PSN	11	0	0	11	12	(1)
CUSTOMER SOLUTIONS	VP CUSTOMER SOLUTIONS	CUSTOMER SOLUTIONS	P1W	2	0	0	2	0	2
CUSTOMER SOLUTIONS		SUBTOTAL		50	0	0	50	54	(4)
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	ADMINISTRATION	PDA	5	0	0	5	5	0
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	CONTROL SECTION	PDC	8	0	0	8	9	(1)
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	TRAINING SECTION	PDD	11	0	0	11	1	10
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	FIELD OPERATION	PDF	20	0	0	20	27	(7)
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	CUSTOMER DEMAND	PDH	5	0	0	5	2	3
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	OPERATIONS	PDS*	9	0	0	9	164	(10)
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	UNDERGROUND	PDU*	23	0	0	23		
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	WEST OVERHEAD	PDJ*	54	0	0	54		
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	EAST OVERHEAD-KOOLAU	PDK*	25	0	0	25		
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	EAST OVERHEAD-WARD	PDL*	43	0	0	43		
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	MAINTENANCE DEMAND	PDM	2	0	0	2	2	0
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	PLANNING	PDP	12	0	0	12	11	1
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	VEGETATION MANAGEMENT	PDV	2	0	0	2	2	0
ENERGY DELIVERY	ENGINEERING	ADMINISTRATION	PBA	7	0	0	7	7	0
ENERGY DELIVERY	ENGINEERING	T&D ENGINEERING	PBE	23	0	0	23	21	2
ENERGY DELIVERY	ENGINEERING	PROJECT MANAGEMENT	PBP	6	0	0	6	7	(1)
ENERGY DELIVERY	ENGINEERING	STRUCTURAL	PBT	17	0	0	17	18	(1)
ENERGY DELIVERY	ENGINEERING	SUBST.PROTECTION&TELECOM	PBY	20	0	0	20	20	0
ENERGY DELIVERY	ENGINEERING	T&D TECHNICAL SERVICES	PBZ	9	0	0	9	12	(3)
ENERGY DELIVERY	SUPPORT SERVICES	ADMINISTRATION	PVA	5	0	0	5	5	0
ENERGY DELIVERY	SUPPORT SERVICES	FLEET	PVF	24	0	0	24	25	(1)
ENERGY DELIVERY	SUPPORT SERVICES	ELECTRICAL & WELDING SERVICES	PVL	13	0	0	13	13	0
ENERGY DELIVERY	SUPPORT SERVICES	MATERIALS MANAGEMENT	PVM	28	0	0	28	28	0
ENERGY DELIVERY	SUPPORT SERVICES	PURCHASING	PVP	11	0	0	11	10	1
ENERGY DELIVERY	SYSTEM OPERATION	ADMINISTRATION	PRA	4	0	0	4	6	(2)
ENERGY DELIVERY	SYSTEM OPERATION	COMMUNICATIONS	PRC	8	0	0	8	8	0
ENERGY DELIVERY	SYSTEM OPERATION	OPERATING DISPATCH	PRD	20	0	0	20	23	(3)
ENERGY DELIVERY	SYSTEM OPERATION	OPERATING ENGINEERING	PRE	11	0	0	11	13	(2)
ENERGY DELIVERY	SYSTEM OPERATION	INSTRUMENT & CONTROL	PRI	9	0	0	9	9	0
ENERGY DELIVERY	SYSTEM OPERATION	RELAY	PRR	10	0	0	10	10	0
ENERGY DELIVERY	SYSTEM OPERATION	SUBSTATION	PRS	34	0	0	34	37	(3)
ENERGY DELIVERY	SYSTEM OPERATION	CONSTRUCTION MANAGEMENT	PRX	3	0	0	3	3	0
ENERGY DELIVERY	VP ENERGY DELIVERY	VP ENERGY DELIVERY	P2V	2	0	0	2	3	(1)
ENERGY DELIVERY		SUBTOTAL		483	0	0	483	501	(18)
EXEC VP PUBLIC AFFAIRS	EXEC VP PUBLIC AFFAIRS	EXEC VP PUBLIC AFFAIRS	P9V	2	0	0	2	2	0
EXEC VP PUBLIC AFFAIRS	GOVERNMENTAL RELATIONS	GOVERNMENTAL RELATIONS	PNI	3	0	0	3	3	0
EXEC VP PUBLIC AFFAIRS		SUBTOTAL		5	0	0	5	5	0
GENERAL COUNSEL	LEGAL	LAND & RIGHTS OF WAY	PNL	5	0	0	5	5	0
GENERAL COUNSEL	LEGAL	LEGAL	PNC	11	0	0	11	11	0
GENERAL COUNSEL	VP GENERAL COUNSEL	VP-GENERAL COUNSEL	P5V	2	0	0	2	2	0
GENERAL COUNSEL		SUBTOTAL		18	0	0	18	18	0
GOVT & COMMUNITY AFFAIRS	EDUCATION & CONSUMER AFFAIRS	EDUCATION & CONSUMER AFFAIRS	PQE	6	0	0	6	7	(1)
GOVT & COMMUNITY AFFAIRS	REGULATORY AFFAIRS	REGULATORY AFFAIRS	PNP	5	0	0	5	7	(2)
GOVT & COMMUNITY AFFAIRS	VP GOVT & COMMUNITY AFFAIRS	VP GOVT & COMMUNITY AFFAIRS	P3V	7	0	0	7	5	2
GOVT & COMMUNITY AFFAIRS		SUBTOTAL		18	0	0	18	19	(1)

Hawaiian Electric Company, Inc.
February 28, 2005 Actual Employee Count vs Budget Employee Count

VICE PRESIDENT'S OFFICE	DEPARTMENT NAME	DIVISION NAME	RA	ACTUAL EMPLOYEE COUNT				BUDGET	DIFF
				FULL TIME	PART TIME	TEMP	TOTAL		
POWER SUPPLY	ENVIRONMENTAL	ADMINISTRATION	PJA	4	0	0	4	4	0
POWER SUPPLY	ENVIRONMENTAL	AIR QUALITY & NOISE	PJB	6	0	0	6	6	0
POWER SUPPLY	ENVIRONMENTAL	CHEMISTRY	PJC	6	0	1	7	7	0
POWER SUPPLY	ENVIRONMENTAL	WATER & HAZARDOUS MATERIAL	PJW	7	0	0	7	7	0
POWER SUPPLY	POWER SUPPLY ENGINEERING	ADMINISTRATION	PYA	3	0	0	3	3	0
POWER SUPPLY	POWER SUPPLY ENGINEERING	SUPPORT STAFF	PYC	2	0	0	2	2	0
POWER SUPPLY	POWER SUPPLY ENGINEERING	PS TECHNICAL SERVICES	PYE	9	0	0	9	9	0
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT ELECT ENGRG	PYF	9	0	0	9	8	1
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT DRAFTING	PYG	2	0	0	2	2	0
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT PROJECT MGT	PYJ	5	0	0	5	4	1
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT MECH ENGRG	PYM	9	0	0	9	9	0
POWER SUPPLY	POWER SUPPLY OPER & MAINT	O&M ADMINISTRATION	PIB	7	0	0	7	10	(3)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	HONOLULU STATION OPERATIONS	PIH	19	0	0	19	26	(7)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION OPERATIONS	PIK	59	0	0	59	58	1
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION MAINTENANCE	PIL	27	0	0	27	38	(11)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	MAINTENANCE ADMINISTRATION	PIM	2	0	0	2	2	0
POWER SUPPLY	POWER SUPPLY OPER & MAINT	HONOLULU STATION MAINTENANCE	PIN	8	0	0	8	9	(1)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	OPERATIONS ADMINISTRATION	PIO	3	0	0	3	1	2
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING	PIP	16	0	0	16	21	(5)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	65	0	0	65	74	(9)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	WAIKU STATION OPERATIONS	PIW	64	0	0	64	62	2
POWER SUPPLY	POWER SUPPLY OPER & MAINT	WAIKU STATION MAINTENANCE	PIX	26	0	0	26	37	(11)
POWER SUPPLY	POWER SUPPLY SERVICES	SERVICES ADMINISTRATION	PIA	5	0	0	5	5	0
POWER SUPPLY	POWER SUPPLY SERVICES	POWER PURCHASE	PIC	6	0	0	6	6	0
POWER SUPPLY	POWER SUPPLY SERVICES	FUEL RESOURCES	PIF	3	0	0	3	5	(2)
POWER SUPPLY	POWER SUPPLY SERVICES	GENERATION PLANNING	PYB	9	0	0	9	10	(1)
POWER SUPPLY	POWER SUPPLY SERVICES	TRANSMISSION PLANNING	PYT	8	0	0	8	8	0
POWER SUPPLY	VP POWER SUPPLY	VP POWER SUPPLY	P7V	2	0	0	2	2	0
POWER SUPPLY		SUBTOTAL		391	0	1	392	435	(43)
PRESIDENT - HECO	CORPORATE AUDIT & COMPLIANCE	ADMINISTRATION	PNX	3	0	0	3	0	3
PRESIDENT - HECO	CORPORATE AUDIT & COMPLIANCE	INTERNAL AUDIT	PNA	2	0	0	2	6	(4)
PRESIDENT - HECO	PRESIDENTS OFFICE	PRESIDENTS OFFICE	P9P	5	0	0	5	3	2
PRESIDENT - HECO	CORPORATE AUDIT & COMPLIANCE	SOX COMPLIANCE	PNS	3	0	0	3	0	3
PRESIDENT - HECO		SUBTOTAL		13	0	0	13	9	4
SPECIAL PROJECTS	VP SPECIAL PROJECTS	VP SPECIAL PROJECTS	P2W	4	0	0	4	0	4
SPECIAL PROJECTS		SUBTOTAL		4	0	0	4	0	4
SR VP ENERGY SOLUTIONS	CUSTOMER INSTALLATION	ADMINISTRATION	PWA	10	0	0	10	10	0
SR VP ENERGY SOLUTIONS	CUSTOMER INSTALLATION	PLANNING & DESIGN	PWP	22	0	1	23	26	(3)
SR VP ENERGY SOLUTIONS	CUSTOMER INSTALLATION	ENGINEERING & METER	PWX	13	0	0	13	11	2
SR VP ENERGY SOLUTIONS	ENERGY PROJECTS	ENERGY PROJECTS	PNG	8	0	0	8	8	0
SR VP ENERGY SOLUTIONS	SR VP ENERGY SOLUTIONS	SR VP ENERGY SOLUTIONS	P9S	4	0	0	4	4	0
SR VP ENERGY SOLUTIONS	TECHNOLOGY	TECHNOLOGY	PNR	2	0	0	2	2	0
SR VP ENERGY SOLUTIONS		SUBTOTAL		59	0	1	60	61	(1)
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	ADMINISTRATION	PAA	5	0	0	5	5	0
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	CORPORATE ACCOUNTING	PAC	5	0	0	5	5	0
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	COST ACCOUNTING	PAD	9	0	0	9	10	(1)
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	PROPERTY ACCOUNTING	PAT	5	0	0	5	6	(1)
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	ADMINISTRATION	PEA	2	0	0	2	2	0
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	CUSTOMER CARE	PEC	24	0	0	24	20	4
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	DEVELOPMENT SERVICES	PED	31	0	0	31	35	(4)
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	INFRASTRUCTURE & OPERATIONS	PEI	24	0	0	24	28	(4)
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	MAILING SERVICES	PEM	9	0	0	9	9	0
SR VP FINANCE & ADMIN	MANAGEMENT ACCTG & FIN SVCS	ADMINISTRATION	PKB	4	0	0	4	4	0
SR VP FINANCE & ADMIN	MANAGEMENT ACCTG & FIN SVCS	BUDGETS	PKC	7	0	0	7	7	0
SR VP FINANCE & ADMIN	MANAGEMENT ACCTG & FIN SVCS	FINANCIAL ANALYSIS	PKF	3	0	0	3	3	0
SR VP FINANCE & ADMIN	MANAGEMENT ACCTG & FIN SVCS	ERP ADMINISTRATION	PKM	3	0	0	3	3	0
SR VP FINANCE & ADMIN	MANAGEMENT ACCTG & FIN SVCS	TREASURY	PKT	5	0	0	5	5	0
SR VP FINANCE & ADMIN	RISK MANAGEMENT	RISK MANAGEMENT	PKI	9	0	0	9	9	0
SR VP FINANCE & ADMIN	SR VP FINANCE & ADMIN	SR VP FINANCE & ADMIN	P4V	4	0	0	4	3	1
SR VP FINANCE & ADMIN		SUBTOTAL		149	0	0	149	154	(5)
SR VP OPERATIONS	CUSTOMER SERVICE	ADMINISTRATION	PCA	5	0	0	5	5	0
SR VP OPERATIONS	CUSTOMER SERVICE	CUST ACCOUNTING & BILLING	PCB	6	0	0	6	8	(2)
SR VP OPERATIONS	CUSTOMER SERVICE	CREDIT	PCD	4	0	0	4	3	1
SR VP OPERATIONS	CUSTOMER SERVICE	CUSTOMER FIELD SERVICES	PCF	5	0	0	5	4	1
SR VP OPERATIONS	CUSTOMER SERVICE	FIELD SERVICE & COLLECTIONS	PCG	25	0	0	25	25	0
SR VP OPERATIONS	CUSTOMER SERVICE	CUSTOMER ASSISTANCE CENTER	PCH	28	0	0	28	31	(3)
SR VP OPERATIONS	CUSTOMER SERVICE	METER READING	PCM	33	0	0	33	35	(2)
SR VP OPERATIONS	CUSTOMER SERVICE	PAYMT PROCESS & SUPPORT CTR	PCP	14	0	0	14	20	(6)
SR VP OPERATIONS	CUSTOMER SERVICE	CUSTOMER ACCOUNT SERVICES	PCS	4	0	0	4	3	1
SR VP OPERATIONS	SR VP OPERATIONS	SR VP OPERATIONS	P8V	2	0	0	2	2	0
SR VP OPERATIONS		SUBTOTAL		126	0	0	126	136	(10)
									0
		COMPANY TOTAL		1420	1	2	1423	1489	(66)

*Forecast Budget count for RA PDS includes RA's PDJ, PDK, PDL & PDU.

**Employee Counts have been adjusted to exclude employees covered under the DSM surcharge adjustment docket.

Hawaiian Electric Company, Inc.
March 31, 2005 Actual Employee Count vs Budget Employee Count

VICE PRESIDENT'S OFFICE	DEPARTMENT NAME	DIVISION NAME	RA	ACTUAL EMPLOYEE COUNT				BUDGET	DIFF
				FULL TIME	PART TIME	TEMP	TOTAL		
CORPORATE EXCELLENCE	COMPENSATION AND BENEFITS	EMPL BENEFITS & HLTH SVCS	PFB	9	0	0	9	9	
CORPORATE EXCELLENCE	COMPENSATION AND BENEFITS	COMPENSATION	PFC	2	0	0	2	2	
CORPORATE EXCELLENCE	COMPENSATION AND BENEFITS	DISABILITY MANAGEMENT	PPW	3	0	0	3	3	
CORPORATE EXCELLENCE	INDUSTRIAL RELATIONS	ADMINISTRATION	PPA	3	0	0	3	3	
CORPORATE EXCELLENCE	INDUSTRIAL RELATIONS	LABOR REL & WAGE ADMIN	PPI	6	0	0	6	6	
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	CORPORATE SAFETY	PFS	11	0	0	11	11	
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	ADMINISTRATION	PHA	2	0	0	2	2	
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	FACILITIES OPERATIONS	PHB	15	0	0	15	15	
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	FACILITIES PLANNING	PHF	5	0	0	5	5	
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	SECURITY	PHS	18	0	0	18	10	8
CORPORATE EXCELLENCE	VP CORPORATE EXCELLENCE	VP CORPORATE EXCELLENCE	P6V	2	0	0	2	2	
CORPORATE EXCELLENCE	WORKFORCE STAFFING & DEVELOP	ADMINISTRATION	PFA	4	0	0	4	5	(1)
CORPORATE EXCELLENCE	WORKFORCE STAFFING & DEVELOP	CLIENT SERVICES & CONSULTING	PFD	10	0	0	10	5	5
CORPORATE EXCELLENCE	WORKFORCE STAFFING & DEVELOP	ORGANIZ DEV & CONTIN IMPRVMT	PFI	3	0	0	3	6	(3)
CORPORATE EXCELLENCE		SUBTOTAL		93	0	0	93	84	9
CORPORATE RELATIONS	CORPORATE COMMUNICATIONS	CORPORATE COMMUNICATIONS	PQC	8	1	0	9	11	(2)
CORPORATE RELATIONS	VP CORPORATE RELATIONS	VP CORPORATE RELATIONS	P1V	2	0	0	2	2	
CORPORATE RELATIONS		SUBTOTAL		10	1	0	11	13	(2)
CUSTOMER SOLUTIONS	CUSTOMER TECH APPLICATIONS	CUSTOMER TECH APPLICATIONS	PSR	9	0	0	9	10	(1)
CUSTOMER SOLUTIONS	ENERGY SERVICES	ADMINISTRATION	PSA	3	0	0	3	2	1
CUSTOMER SOLUTIONS	ENERGY SERVICES	CUSTOMER EFFICIENCY PROGRAM	PSD**	8	0	0	8	10	(2)
CUSTOMER SOLUTIONS	ENERGY SERVICES	PRICING	PSP	5	0	0	5	5	
CUSTOMER SOLUTIONS	FORECASTS & RESEARCH	FORECASTS & RESEARCH	PSM**	10	0	0	10	11	(1)
CUSTOMER SOLUTIONS	INTEGRATED RESOURCE PLNG	INTEGRATED RESOURCE PLANNING	PYP	4	0	0	4	4	
CUSTOMER SOLUTIONS	MARKETING SERVICES	MARKETING SERVICES	PSN	12	0	0	12	12	
CUSTOMER SOLUTIONS	VP CUSTOMER SOLUTIONS	CUSTOMER SOLUTIONS	P1W	2	0	0	2	0	2
CUSTOMER SOLUTIONS		SUBTOTAL		53	0	0	53	54	(1)
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	ADMINISTRATION	PDA	5	0	0	5	5	
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	CONTROL SECTION	PDC	6	0	0	6	9	(3)
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	TRAINING SECTION	PDD	9	0	0	9	1	8
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	FIELD OPERATION	PDF	21	0	0	21	27	(6)
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	WEST OVERHEAD	PDJ*	52	0	0	52		
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	EAST OVERHEAD-KOOLAU	PDK*	25	0	0	25		
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	EAST OVERHEAD-WARD	PDL*	44	0	0	44		
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	UNDERGROUND	PDU*	24	0	0	24		
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	OPERATIONS	PDS*	13	0	0	13	166	(8)
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	PLANNING	PDP	17	0	0	17	11	6
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	VEGETATION MANAGEMENT	PDV	2	0	0	2	2	
ENERGY DELIVERY	ENGINEERING	ADMINISTRATION	PBA	7	0	0	7	7	
ENERGY DELIVERY	ENGINEERING	T&D ENGINEERING	PBE	23	0	0	23	21	2
ENERGY DELIVERY	ENGINEERING	PROJECT MANAGEMENT	PBP	6	0	0	6	8	(2)
ENERGY DELIVERY	ENGINEERING	STRUCTURAL	PBT	17	0	0	17	18	(1)
ENERGY DELIVERY	ENGINEERING	SUBST,PROTECTION&TELECOM	PBY	20	0	0	20	21	(1)
ENERGY DELIVERY	ENGINEERING	T&D TECHNICAL SERVICES	PBZ	9	0	0	9	12	(3)
ENERGY DELIVERY	SUPPORT SERVICES	ADMINISTRATION	PVA	5	0	0	5	5	
ENERGY DELIVERY	SUPPORT SERVICES	FLEET	PVF	24	0	0	24	25	(1)
ENERGY DELIVERY	SUPPORT SERVICES	ELECTRICAL & WELDING SERVICES	PVL	13	0	0	13	13	
ENERGY DELIVERY	SUPPORT SERVICES	MATERIALS MANAGEMENT	PVM	28	0	0	28	28	
ENERGY DELIVERY	SUPPORT SERVICES	PURCHASING	PVP	11	0	0	11	10	1
ENERGY DELIVERY	SYSTEM OPERATION	ADMINISTRATION	PRA	4	0	0	4	6	(2)
ENERGY DELIVERY	SYSTEM OPERATION	COMMUNICATIONS	PRC	8	0	0	8	8	
ENERGY DELIVERY	SYSTEM OPERATION	OPERATING DISPATCH	PRD	21	0	0	21	23	(2)
ENERGY DELIVERY	SYSTEM OPERATION	OPERATING ENGINEERING	PRE	11	0	0	11	13	(2)
ENERGY DELIVERY	SYSTEM OPERATION	INSTRUMENT & CONTROL	PRI	9	0	0	9	9	
ENERGY DELIVERY	SYSTEM OPERATION	RELAY	PRR	9	0	0	9	10	(1)
ENERGY DELIVERY	SYSTEM OPERATION	SUBSTATION	PRS	34	0	0	34	37	(3)
ENERGY DELIVERY	SYSTEM OPERATION	CONSTRUCTION MANAGEMENT	PRX	3	0	0	3	3	
ENERGY DELIVERY	VP ENERGY DELIVERY	VP ENERGY DELIVERY	P2V	2	0	0	2	3	(1)
ENERGY DELIVERY		SUBTOTAL		482	0	0	482	501	(19)
FINANCE	FINANCIAL VICE PRESIDENT	FINANCIAL VICE PRESIDENT	P4V	4	0	0	4	3	1
FINANCE	GENERAL ACCOUNTING	ADMINISTRATION	PAA	5	0	0	5	5	
FINANCE	GENERAL ACCOUNTING	CORPORATE ACCOUNTING	PAC	5	0	0	5	5	
FINANCE	GENERAL ACCOUNTING	COST ACCOUNTING	PAD	10	0	0	10	10	
FINANCE	GENERAL ACCOUNTING	PROPERTY ACCOUNTING	PAT	5	0	0	5	6	(1)
FINANCE	INFO TECHNOLOGY & SVCS	ADMINISTRATION	PEA	2	0	0	2	2	
FINANCE	INFO TECHNOLOGY & SVCS	CUSTOMER CARE	PEC	24	0	1	25	20	5
FINANCE	INFO TECHNOLOGY & SVCS	DEVELOPMENT SERVICES	PED	32	0	0	32	35	(3)
FINANCE	INFO TECHNOLOGY & SVCS	INFRASTRUCTURE & OPERATIONS	PEI	24	0	0	24	28	(4)
FINANCE	INFO TECHNOLOGY & SVCS	MAILING SERVICES	PEM	9	0	0	9	9	
FINANCE	MANAGEMENT ACCTG & FIN SVCS	ADMINISTRATION	PKB	3	0	0	3	4	(1)
FINANCE	MANAGEMENT ACCTG & FIN SVCS	BUDGETS	PKC	7	0	0	7	7	
FINANCE	MANAGEMENT ACCTG & FIN SVCS	FINANCIAL ANALYSIS	PKF	3	0	0	3	3	
FINANCE	MANAGEMENT ACCTG & FIN SVCS	ERP ADMINISTRATION	PKM	3	0	0	3	3	
FINANCE	MANAGEMENT ACCTG & FIN SVCS	TREASURY	PKT	5	0	0	5	5	
FINANCE	RISK MANAGEMENT	RISK MANAGEMENT	PKI	9	0	0	9	9	

Hawaiian Electric Company, Inc.
March 31, 2005 Actual Employee Count vs Budget Employee Count

VICE PRESIDENT'S OFFICE	DEPARTMENT NAME	DIVISION NAME	RA	ACTUAL EMPLOYEE COUNT				BUDGET	DIFF
				FULL TIME	PART TIME	TEMP	TOTAL		
FINANCE		SUBTOTAL		150	0	1	151	154	(3)
GENERAL COUNSEL	LEGAL	LEGAL	PNC	11	0	0	11	11	
GENERAL COUNSEL	LEGAL	LAND & RIGHTS OF WAY	PNL	5	0	0	5	5	
GENERAL COUNSEL	VP GENERAL COUNSEL	VP-GENERAL COUNSEL	P5V	2	0	0	2	2	
GENERAL COUNSEL		SUBTOTAL		18	0	0	18	18	0
GOVT & COMMUNITY AFFAIRS	EDUCATION & CONSUMER AFFAIRS	EDUCATION & CONSUMER AFFAIRS	PQE	6	0	0	6	7	(1)
GOVT & COMMUNITY AFFAIRS	REGULATORY AFFAIRS	REGULATORY AFFAIRS	PNP	6	0	0	6	7	(1)
GOVT & COMMUNITY AFFAIRS	VP GOVT & COMMUNITY AFFAIRS	VP GOVT & COMMUNITY AFFAIRS	P3V	6	0	0	6	5	1
GOVT & COMMUNITY AFFAIRS		SUBTOTAL		18	0	0	18	19	(1)
POWER SUPPLY	ENVIRONMENTAL	ADMINISTRATION	PJA	4	0	0	4	4	
POWER SUPPLY	ENVIRONMENTAL	AIR QUALITY & NOISE	PJB	6	0	0	6	6	
POWER SUPPLY	ENVIRONMENTAL	CHEMISTRY	PJC	6	0	1	7	7	
POWER SUPPLY	ENVIRONMENTAL	WATER & HAZARDOUS MATERIAL	PJW	7	0	0	7	7	
POWER SUPPLY	POWER SUPPLY ENGINEERING	ADMINISTRATION	PYA	3	0	0	3	3	
POWER SUPPLY	POWER SUPPLY ENGINEERING	SUPPORT STAFF	PYC	2	0	0	2	2	
POWER SUPPLY	POWER SUPPLY ENGINEERING	PS TECHNICAL SERVICES	PYE	9	0	0	9	9	
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT ELECT ENGRG	PYF	10	0	0	10	8	2
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT DRAFTING	PYG	2	0	0	2	2	
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT PROJECT MGT	PYJ	5	0	0	5	4	1
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWR PLANT MECH ENGRG	PYM	9	0	0	9	9	
POWER SUPPLY	POWER SUPPLY OPER & MAINT	O&M ADMINISTRATION	PIB	7	0	0	7	10	(3)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	HONOLULU STATION OPERATIONS	PIH	21	0	0	21	26	(5)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION OPERATIONS	PIK	57	0	0	57	58	(1)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION MAINTENANCE	PIL	27	0	0	27	38	(11)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	MAINTENANCE ADMINISTRATION	PIM	2	0	0	2	2	
POWER SUPPLY	POWER SUPPLY OPER & MAINT	HONOLULU STATION MAINTENANCE	PIN	8	0	0	8	9	(1)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	OPERATIONS ADMINISTRATION	PIO	3	0	0	3	1	2
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING	PIP	17	0	0	17	21	(4)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	67	0	0	67	74	(7)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	WAI'AU STATION OPERATIONS	PIW	63	0	0	63	62	1
POWER SUPPLY	POWER SUPPLY OPER & MAINT	WAI'AU STATION MAINTENANCE	PIX	26	0	0	26	37	(11)
POWER SUPPLY	POWER SUPPLY SERVICES	SERVICES ADMINISTRATION	PIA	5	0	0	5	5	
POWER SUPPLY	POWER SUPPLY SERVICES	POWER PURCHASE	PIC	6	0	0	6	6	
POWER SUPPLY	POWER SUPPLY SERVICES	FUEL RESOURCES	PIF	3	0	0	3	5	(2)
POWER SUPPLY	POWER SUPPLY SERVICES	GENERATION PLANNING	PYB	9	0	0	9	10	(1)
POWER SUPPLY	POWER SUPPLY SERVICES	TRANSMISSION PLANNING	PYT	8	0	0	8	8	
POWER SUPPLY	VP POWER SUPPLY	VP POWER SUPPLY	P7V	2	0	0	2	2	
POWER SUPPLY		SUBTOTAL		394	0	1	395	435	(40)
PRESIDENT - HECO	CORPORATE AUDIT & COMPLIANCE	INTERNAL AUDIT	PNA	2	0	0	2	6	(4)
PRESIDENT - HECO	CORPORATE AUDIT & COMPLIANCE	SOX COMPLIANCE	PNS	3	0	0	3		3
PRESIDENT - HECO	CORPORATE AUDIT & COMPLIANCE	ADMINISTRATION	PNX	3	0	0	3		3
PRESIDENT - HECO	PRESIDENTS OFFICE	PRESIDENTS OFFICE	P9P	5	0	0	5	3	2
PRESIDENT - HECO		SUBTOTAL		13	0	0	13	9	4
SPECIAL PROJECTS	VP SPECIAL PROJECTS	VP SPECIAL PROJECTS	P2W	4	0	0	4	0	4
SPECIAL PROJECTS		SUBTOTAL		4	0	0	4	0	4
SR VP ENERGY SOLUTIONS	CUSTOMER INSTALLATION	ADMINISTRATION	PWA	10	0	0	10	10	
SR VP ENERGY SOLUTIONS	CUSTOMER INSTALLATION	PLANNING & DESIGN	PWP	22	0	1	23	26	(3)
SR VP ENERGY SOLUTIONS	CUSTOMER INSTALLATION	ENGINEERING & METER	PWX	13	0	0	13	11	2
SR VP ENERGY SOLUTIONS	ENERGY PROJECTS	ENERGY PROJECTS	PNG	8	0	0	8	8	
SR VP ENERGY SOLUTIONS	SR VP ENERGY SOLUTIONS	SR VP ENERGY SOLUTIONS	P9S	4	0	0	4	4	
SR VP ENERGY SOLUTIONS	TECHNOLOGY	TECHNOLOGY	PNR	2	0	1	3	2	1
SR VP ENERGY SOLUTIONS		SUBTOTAL		59	0	2	61	61	0
SR VP OPERATIONS	CUSTOMER SERVICE	ADMINISTRATION	PCA	5	0	0	5	5	
SR VP OPERATIONS	CUSTOMER SERVICE	CUST ACCOUNTING & BILLING	PCB	6	0	0	6	8	(2)
SR VP OPERATIONS	CUSTOMER SERVICE	CREDIT	PCD	4	0	0	4	3	1
SR VP OPERATIONS	CUSTOMER SERVICE	CUSTOMER FIELD SERVICES	PCF	5	0	0	5	4	1
SR VP OPERATIONS	CUSTOMER SERVICE	FIELD SERVICE & COLLECTIONS	PCG	25	0	0	25	25	
SR VP OPERATIONS	CUSTOMER SERVICE	CUSTOMER ASSISTANCE CENTER	PCH	29	0	0	29	31	(2)
SR VP OPERATIONS	CUSTOMER SERVICE	METER READING	PCM	31	0	0	31	35	(4)
SR VP OPERATIONS	CUSTOMER SERVICE	PAYMT PROCESS & SUPPORT CTR	PCP	15	0	0	15	20	(5)
SR VP OPERATIONS	CUSTOMER SERVICE	CUSTOMER ACCOUNT SERVICES	PCS	4	0	0	4	3	1
SR VP OPERATIONS	SR VP OPERATIONS	SR VP OPERATIONS	P8V	2	0	0	2	2	
SR VP OPERATIONS		SUBTOTAL		126	0	0	126	136	(10)
SR VP PUBLIC AFFAIRS	GOVERNMENTAL RELATIONS	GOVERNMENTAL RELATIONS	PNI	3	0	0	3	3	
SR VP PUBLIC AFFAIRS	SR VP PUBLIC AFFAIRS	SR VP PUBLIC AFFAIRS	P9V	2	0	0	2	2	
SR VP PUBLIC AFFAIRS		SUBTOTAL		5	0	0	5	5	0
		COMPANY TOTAL		1425	1	4	1430	1489	(59)

*Forecast Budget count for RA PDS includes RA's PDJ, PDK, PDL & PDU.

**Employee Counts have been adjusted to exclude employees covered under the DSM surcharge adjustment docket.

Hawaiian Electric Company, Inc.
April 30, 2005 Actual Employee Count vs Budget Employee Count

VICE PRESIDENT'S OFFICE	DEPARTMENT NAME	DIVISION NAME	RA	ACTUAL EMPLOYEE COUNT				BUDGET	DIFF
				FULL TIME	PART TIME	TEMP	TOTAL		
CORPORATE EXCELLENCE	COMPENSATION AND BENEFITS	EMPL BENEFITS & HLTH SVCS	PFB	9	0	0	9	9	0
CORPORATE EXCELLENCE	COMPENSATION AND BENEFITS	COMPENSATION	PFC	2	0	0	2	2	0
CORPORATE EXCELLENCE	COMPENSATION AND BENEFITS	WORKERS COMPENSATION	PPW	3	0	0	3	3	0
CORPORATE EXCELLENCE	INDUSTRIAL RELATIONS	ADMINISTRATION	PPA	3	0	0	3	3	0
CORPORATE EXCELLENCE	INDUSTRIAL RELATIONS	LABOR REL & WAGE ADMIN	PPI	6	0	0	6	6	0
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	CORPORATE SAFETY	PFS	11	0	0	11	11	0
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	ADMINISTRATION	PHA	2	0	0	2	2	0
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	FACILITIES PLANNING	PHF	5	0	0	5	15	(10)
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	SECURITY	PHS	17	0	0	17	5	12
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	FACILITIES OPERATIONS	PHB	15	0	0	15	10	5
CORPORATE EXCELLENCE	VP CORPORATE EXCELLENCE	VP CORPORATE EXCELLENCE	P6V	2	0	0	2	2	0
CORPORATE EXCELLENCE	WORKFORCE STAFFING & DEVELOP	ADMINISTRATION	PFA	4	0	0	4	5	(1)
CORPORATE EXCELLENCE	WORKFORCE STAFFING & DEVELOP	CLIENT SERVICES & CONSULTING	PF	10	0	0	10	5	5
CORPORATE EXCELLENCE	WORKFORCE STAFFING & DEVELOP	ORGANIZ DEV & CONTIN IMPRVMT	PFI	2	0	0	2	6	(4)
CORPORATE EXCELLENCE		SUBTOTAL		91	0	0	91	84	7
CORPORATE RELATIONS	CORPORATE COMMUNICATIONS	CORPORATE COMMUNICATIONS	PQC	9	1	0	10	11	(1)
CORPORATE RELATIONS	VP CORPORATE RELATIONS	VP CORPORATE RELATIONS	P1V	2	0	0	2	2	0
CORPORATE RELATIONS		SUBTOTAL		11	1	0	12	13	(1)
CUSTOMER SOLUTIONS	CUSTOMER TECH APPLICATIONS	CUSTOMER TECH APPLICATIONS	PSR	9	0	0	9	10	(1)
CUSTOMER SOLUTIONS	ENERGY SERVICES	ADMINISTRATION	PSA	3	0	0	3	2	1
CUSTOMER SOLUTIONS	ENERGY SERVICES	CUSTOMER EFFICIENCY PROGRAM	PSD**	8	0	0	8	10	(2)
CUSTOMER SOLUTIONS	ENERGY SERVICES	PRICING	PSP	5	0	0	5	5	0
CUSTOMER SOLUTIONS	FORECASTS & RESEARCH	FORECASTS & RESEARCH	PSM**	10	0	0	10	11	(1)
CUSTOMER SOLUTIONS	INTEGRATED RESOURCE PLNG	INTEGRATED RESOURCE PLANNING	PYP	4	0	0	4	4	0
CUSTOMER SOLUTIONS	MARKETING SERVICES	MARKETING SERVICES	PSN	12	0	0	12	12	0
CUSTOMER SOLUTIONS	VP CUSTOMER SOLUTIONS	CUSTOMER SOLUTIONS	P1W	2	0	0	2	0	2
CUSTOMER SOLUTIONS		SUBTOTAL		53	0	0	53	54	(1)
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	ADMINISTRATION	PDA	5	0	0	5	5	0
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	CONTROL SECTION	PDC	6	0	0	6	9	(3)
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	TRAINING SECTION	PDD	9	0	0	9	1	8
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	FIELD OPERATION	PDF	20	0	0	20	27	(7)
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	OPERATIONS	PDS*	13	0	0	13	166	(8)
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	UNDERGROUND	PDU*	24	0	0	24		
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	WEST OVERHEAD	PDJ*	52	0	0	52		
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	EAST OVERHEAD-KOOLAU	PDK*	25	0	0	25		
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	EAST OVERHEAD-WARD	PDL*	44	0	0	44		
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	PLANNING	PDP	17	0	0	17	11	6
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	VEGETATION MANAGEMENT	PDV	2	0	0	2	2	0
ENERGY DELIVERY	ENGINEERING	ADMINISTRATION	PBA	7	0	0	7	7	0
ENERGY DELIVERY	ENGINEERING	T&D ENGINEERING	PBE	23	0	0	23	21	2
ENERGY DELIVERY	ENGINEERING	PROJECT MANAGEMENT	PBP	6	0	0	6	8	(2)
ENERGY DELIVERY	ENGINEERING	STRUCTURAL	PBT	16	0	0	16	18	(2)
ENERGY DELIVERY	ENGINEERING	SUBST.PROTECTION&TELECOM	PBY	21	0	0	21	21	0
ENERGY DELIVERY	ENGINEERING	T&D TECHNICAL SERVICES	PBZ	9	0	0	9	12	(3)
ENERGY DELIVERY	SUPPORT SERVICES	ADMINISTRATION	PVA	5	0	0	5	5	0
ENERGY DELIVERY	SUPPORT SERVICES	FLEET	PVF	22	0	0	22	25	(3)
ENERGY DELIVERY	SUPPORT SERVICES	ELECTRICAL & WELDING SERVICES	PVL	13	0	0	13	13	0
ENERGY DELIVERY	SUPPORT SERVICES	MATERIALS MANAGEMENT	PVM	28	0	0	28	28	0
ENERGY DELIVERY	SUPPORT SERVICES	PURCHASING	PVP	11	0	0	11	10	1
ENERGY DELIVERY	SYSTEM OPERATION	ADMINISTRATION	PRA	6	0	0	6	6	0
ENERGY DELIVERY	SYSTEM OPERATION	COMMUNICATIONS	PRC	8	0	0	8	8	0
ENERGY DELIVERY	SYSTEM OPERATION	OPERATING DISPATCH	PRD	23	0	0	23	23	0
ENERGY DELIVERY	SYSTEM OPERATION	OPERATING ENGINEERING	PRE	12	0	0	12	13	(1)
ENERGY DELIVERY	SYSTEM OPERATION	INSTRUMENT & CONTROL	PRI	9	0	0	9	9	0
ENERGY DELIVERY	SYSTEM OPERATION	RELAY	PRR	9	0	0	9	10	(1)
ENERGY DELIVERY	SYSTEM OPERATION	SUBSTATION	PRS	35	0	0	35	37	(2)
ENERGY DELIVERY	SYSTEM OPERATION	CONSTRUCTION MANAGEMENT	PRX	3	0	0	3	3	0
ENERGY DELIVERY	VP ENERGY DELIVERY	VP ENERGY DELIVERY	P2V	2	0	0	2	3	(1)
ENERGY DELIVERY		SUBTOTAL		485	0	0	485	501	(16)
EXEC VP PUBLIC AFFAIRS	EXEC VP PUBLIC AFFAIRS	EXEC VP PUBLIC AFFAIRS	P9V	2	0	0	2	2	0
EXEC VP PUBLIC AFFAIRS	GOVERNMENTAL RELATIONS	GOVERNMENTAL RELATIONS	PNI	3	0	0	3	3	0
EXEC VP PUBLIC AFFAIRS		SUBTOTAL		5	0	0	5	5	0
GENERAL COUNSEL	LEGAL	LAND & RIGHTS OF WAY	PNL	5	0	0	5	11	(6)
GENERAL COUNSEL	LEGAL	LEGAL	PNC	11	0	0	11	5	6
GENERAL COUNSEL	VP GENERAL COUNSEL	VP-GENERAL COUNSEL	P5V	2	0	0	2	2	0
GENERAL COUNSEL		SUBTOTAL		18	0	0	18	18	0
GOVT & COMMUNITY AFFAIRS	EDUCATION & CONSUMER AFFAIRS	EDUCATION & CONSUMER AFFAIRS	PQE	6	0	0	6	7	(1)
GOVT & COMMUNITY AFFAIRS	REGULATORY AFFAIRS	REGULATORY AFFAIRS	PNP	6	0	0	6	7	(1)
GOVT & COMMUNITY AFFAIRS	VP GOVT & COMMUNITY AFFAIRS	VP GOVT & COMMUNITY AFFAIRS	P3V	6	0	0	6	5	1
GOVT & COMMUNITY AFFAIRS		SUBTOTAL		18	0	0	18	19	(1)
POWER SUPPLY	ENVIRONMENTAL	ADMINISTRATION	PJA	4	0	0	4	4	0
POWER SUPPLY	ENVIRONMENTAL	AIR QUALITY & NOISE	PJB	6	0	0	6	6	0

Hawaiian Electric Company, Inc.
April 30, 2005 Actual Employee Count vs Budget Employee Count

VICE PRESIDENT'S OFFICE	DEPARTMENT NAME	DIVISION NAME	RA	ACTUAL EMPLOYEE COUNT				BUDGET	DIFF
				FULL TIME	PART TIME	TEMP	TOTAL		
POWER SUPPLY	ENVIRONMENTAL	CHEMISTRY	PJC	6	0	1	7	7	0
POWER SUPPLY	ENVIRONMENTAL	WATER & HAZARDOUS MATERIAL	PJW	7	0	0	7	7	0
POWER SUPPLY	POWER SUPPLY ENGINEERING	ADMINISTRATION	PYA	3	0	0	3	3	0
POWER SUPPLY	POWER SUPPLY ENGINEERING	SUPPORT STAFF	PYC	2	0	0	2	2	0
POWER SUPPLY	POWER SUPPLY ENGINEERING	PS TECHNICAL SERVICES	PYE	9	0	0	9	9	0
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT ELECT ENGRG	PYF	12	0	0	12	8	4
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT DRAFTING	PYG	2	0	0	2	2	0
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT PROJECT MGT	PYJ	5	0	0	5	4	1
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT MECH ENGRG	PYM	11	0	0	11	9	2
POWER SUPPLY	POWER SUPPLY OPER & MAINT	O&M ADMINISTRATION	PIB	8	0	0	8	10	(2)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	HONOLULU STATION OPERATIONS	PIH	21	0	0	21	26	(5)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION OPERATIONS	PIK	55	0	0	55	58	(3)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION MAINTENANCE	PIL	26	0	0	26	38	(12)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	MAINTENANCE ADMINISTRATION	PIM	2	0	0	2	2	0
POWER SUPPLY	POWER SUPPLY OPER & MAINT	HONOLULU STATION MAINTENANCE	PIN	9	0	0	9	9	0
POWER SUPPLY	POWER SUPPLY OPER & MAINT	OPERATIONS ADMINISTRATION	PIO	3	0	0	3	1	2
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING	PIP	17	0	0	17	21	(4)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	66	0	0	66	74	(8)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	WAIU STATION OPERATIONS	PIW	63	0	0	63	62	1
POWER SUPPLY	POWER SUPPLY OPER & MAINT	WAIU STATION MAINTENANCE	PIX	26	0	0	26	37	(11)
POWER SUPPLY	POWER SUPPLY SERVICES	SERVICES ADMINISTRATION	PIA	5	0	0	5	5	0
POWER SUPPLY	POWER SUPPLY SERVICES	POWER PURCHASE	PIC	6	0	0	6	6	0
POWER SUPPLY	POWER SUPPLY SERVICES	FUEL RESOURCES	PIF	3	0	0	3	5	(2)
POWER SUPPLY	POWER SUPPLY SERVICES	GENERATION PLANNING	PYB	8	0	0	8	10	(2)
POWER SUPPLY	POWER SUPPLY SERVICES	TRANSMISSION PLANNING	PYT	8	0	0	8	8	0
POWER SUPPLY	VP POWER SUPPLY	VP POWER SUPPLY	P7V	2	0	0	2	2	0
POWER SUPPLY		SUBTOTAL		395	0	1	396	435	(39)
PRESIDENT - HECO	CORPORATE AUDIT & COMPLIANCE	INTERNAL AUDIT	PNA	2	0	0	2	6	(4)
PRESIDENT - HECO	CORPORATE AUDIT & COMPLIANCE	SOX COMPLIANCE	PNS	3	0	0	3	0	3
PRESIDENT - HECO	CORPORATE AUDIT & COMPLIANCE	ADMINISTRATION	PNX	3	0	0	3	0	3
PRESIDENT - HECO	PRESIDENTS OFFICE	PRESIDENTS OFFICE	P9P	5	0	0	5	3	2
PRESIDENT - HECO		SUBTOTAL		13	0	0	13	9	4
SPECIAL PROJECTS	VP SPECIAL PROJECTS	VP SPECIAL PROJECTS	P2W	3	0	0	3	0	3
SPECIAL PROJECTS		SUBTOTAL		3	0	0	3	0	3
SR VP ENERGY SOLUTIONS	CUSTOMER INSTALLATION	ADMINISTRATION	PWA	11	0	0	11	10	1
SR VP ENERGY SOLUTIONS	CUSTOMER INSTALLATION	PLANNING & DESIGN	PWP	22	0	0	22	26	(4)
SR VP ENERGY SOLUTIONS	CUSTOMER INSTALLATION	ENGINEERING & METER	PWX	13	0	0	13	11	2
SR VP ENERGY SOLUTIONS	ENERGY PROJECTS	ENERGY PROJECTS	PNG	9	0	0	9	8	1
SR VP ENERGY SOLUTIONS	SR VP ENERGY SOLUTIONS	SR VP ENERGY SOLUTIONS	P9S	4	0	0	4	4	0
SR VP ENERGY SOLUTIONS	TECHNOLOGY	TECHNOLOGY	PNR	2	0	1	3	2	1
SR VP ENERGY SOLUTIONS		SUBTOTAL		61	0	1	62	61	1
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	ADMINISTRATION	PAA	5	0	0	5	5	0
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	CORPORATE ACCOUNTING	PAC	5	0	0	5	5	0
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	COST ACCOUNTING	PAD	10	0	0	10	10	0
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	PROPERTY ACCOUNTING	PAT	5	0	0	5	6	(1)
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	ADMINISTRATION	PEA	2	0	0	2	2	0
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	CUSTOMER CARE	PEC	24	0	1	25	20	5
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	DEVELOPMENT SERVICES	PED	31	0	0	31	35	(4)
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	INFRASTRUCTURE & OPERATIONS	PEI	24	0	0	24	28	(4)
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	MAILING SERVICES	PEM	11	0	0	11	9	2
SR VP FINANCE & ADMIN	MANAGEMENT ACCTG & FIN SVCS	ADMINISTRATION	PKB	3	0	0	3	4	(1)
SR VP FINANCE & ADMIN	MANAGEMENT ACCTG & FIN SVCS	BUDGETS	PKC	7	0	0	7	7	0
SR VP FINANCE & ADMIN	MANAGEMENT ACCTG & FIN SVCS	FINANCIAL ANALYSIS	PKF	3	0	0	3	3	0
SR VP FINANCE & ADMIN	MANAGEMENT ACCTG & FIN SVCS	ERP ADMINISTRATION	PKM	3	0	0	3	3	0
SR VP FINANCE & ADMIN	MANAGEMENT ACCTG & FIN SVCS	TREASURY	PKT	5	0	0	5	5	0
SR VP FINANCE & ADMIN	RISK MANAGEMENT	RISK MANAGEMENT	PKI	9	0	0	9	9	0
SR VP FINANCE & ADMIN	SR VP FINANCE & ADMIN	SR VP FINANCE & ADMIN	P4V	3	0	0	3	3	0
SR VP FINANCE & ADMIN		SUBTOTAL		150	0	1	151	154	(3)
SR VP OPERATIONS	CUSTOMER SERVICE	ADMINISTRATION	PCA	5	0	0	5	5	0
SR VP OPERATIONS	CUSTOMER SERVICE	CUST ACCOUNTING & BILLING	PCB	6	0	0	6	8	(2)
SR VP OPERATIONS	CUSTOMER SERVICE	CREDIT	PCD	5	0	0	5	3	2
SR VP OPERATIONS	CUSTOMER SERVICE	CUSTOMER FIELD SERVICES	PCF	5	0	0	5	4	1
SR VP OPERATIONS	CUSTOMER SERVICE	FIELD SERVICE & COLLECTIONS	PCG	26	0	0	26	25	1
SR VP OPERATIONS	CUSTOMER SERVICE	CUSTOMER ASSISTANCE CENTER	PCH	28	0	0	28	31	(3)
SR VP OPERATIONS	CUSTOMER SERVICE	METER READING	PCM	32	0	0	32	35	(3)
SR VP OPERATIONS	CUSTOMER SERVICE	PAYMT PROCESS & SUPPORT CTR	PCP	16	0	0	16	20	(4)
SR VP OPERATIONS	CUSTOMER SERVICE	CUSTOMER ACCOUNT SERVICES	PCS	4	0	0	4	3	1
SR VP OPERATIONS	SR VP OPERATIONS	SR VP OPERATIONS	P8V	2	0	0	2	2	0
SR VP OPERATIONS		SUBTOTAL		129	0	0	129	136	(7)
									0
		COMPANY TOTAL		1432	1	3	1436	1489	(53)

*Forecast Budget count for RA PDS includes RA's PDJ, PDK, PDL & PDU.

**Employee Counts have been adjusted to exclude employees covered under the DSM surcharge adjustment docket.

Hawaiian Electric Company, Inc.
May 31, 2005 Actual Employee Count vs Budget Employee Count

VICE PRESIDENT'S OFFICE	DEPARMENT NAME	DIVISION NAME	ACTUAL EMPLOYEE COUNT					BUDGET	DIFF
			RA	FULL TIME	PART TIME	TEMP	TOTAL		
CORPORATE EXCELLENCE	COMPENSATION AND BENEFITS	EMPL BENEFITS & HLTH SVCS	PFB	9	0	0	9	9	0
CORPORATE EXCELLENCE	COMPENSATION AND BENEFITS	COMPENSATION	PFC	2	0	0	2	2	0
CORPORATE EXCELLENCE	COMPENSATION AND BENEFITS	WORKERS COMPENSATION	PPW	3	0	0	3	3	0
CORPORATE EXCELLENCE	INDUSTRIAL RELATIONS	ADMINISTRATION	PPA	3	0	0	3	3	0
CORPORATE EXCELLENCE	INDUSTRIAL RELATIONS	LABOR REL & WAGE ADMIN	PPI	6	0	0	6	6	0
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	CORPORATE SAFETY	PFS	11	0	0	11	11	0
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	ADMINISTRATION	PHA	2	0	0	2	2	0
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	FACILITIES OPERATIONS	PHB	15	0	0	15	15	0
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	FACILITIES PLANNING	PHF	6	0	0	6	5	1
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	SECURITY	PHS	14	0	0	14	10	4
CORPORATE EXCELLENCE	VP CORPORATE EXCELLENCE	VP CORPORATE EXCELLENCE	P6V	2	0	0	2	2	0
CORPORATE EXCELLENCE	WORKFORCE STAFFING & DEVELOP	ADMINISTRATION	PFA	4	0	0	4	5	(1)
CORPORATE EXCELLENCE	WORKFORCE STAFFING & DEVELOP	CLIENT SERVICES & CONSULTING	PFD	9	0	1	10	5	5
CORPORATE EXCELLENCE	WORKFORCE STAFFING & DEVELOP	ORGANIZ DEV & CONTIN IMPRVMT	PFI	3	0	0	3	6	(3)
CORPORATE EXCELLENCE		SUBTOTAL		89	0	1	90	84	6
CORPORATE RELATIONS	CORPORATE COMMUNICATIONS	CORPORATE COMMUNICATIONS	PQC	9	1	0	10	11	(1)
CORPORATE RELATIONS	VP CORPORATE RELATIONS	VP CORPORATE RELATIONS	P1V	2	0	0	2	2	0
CORPORATE RELATIONS		SUBTOTAL		11	1	0	12	13	(1)
CUSTOMER SOLUTIONS	CUSTOMER TECH APPLICATIONS	CUSTOMER TECH APPLICATIONS	PSR	9	0	0	9	10	(1)
CUSTOMER SOLUTIONS	ENERGY SERVICES	ADMINISTRATION	PSA	3	0	0	3	2	1
CUSTOMER SOLUTIONS	ENERGY SERVICES	CUSTOMER EFFICIENCY PROGRAM	PSD**	8	0	0	8	10	(2)
CUSTOMER SOLUTIONS	ENERGY SERVICES	PRICING	PSP	5	0	0	5	5	0
CUSTOMER SOLUTIONS	FORECASTS & RESEARCH	FORECASTS & RESEARCH	PSM**	10	0	0	10	11	(1)
CUSTOMER SOLUTIONS	INTEGRATED RESOURCE PLNG	INTEGRATED RESOURCE PLANNING	PYP	4	0	0	4	4	0
CUSTOMER SOLUTIONS	MARKETING SERVICES	MARKETING SERVICES	PSN	12	0	0	12	12	0
CUSTOMER SOLUTIONS	VP CUSTOMER SOLUTIONS	CUSTOMER SOLUTIONS	P1W	2	0	0	2	0	2
CUSTOMER SOLUTIONS		SUBTOTAL		53	0	0	53	54	(1)
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	ADMINISTRATION	PDA	5	0	0	5	5	0
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	CONTROL SECTION	PDC	6	0	0	6	9	(3)
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	TRAINING SECTION	PDD	9	0	0	9	1	8
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	FIELD OPERATION	PDF	22	0	0	22	27	(5)
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	OPERATIONS	PDS*	13	0	0	13	166	(10)
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	UNDERGROUND	PDU*	24	0	0	24		
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	WEST OVERHEAD	PDJ*	51	0	0	51		
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	EAST OVERHEAD-KOOLAU	PDK*	25	0	0	25		
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	EAST OVERHEAD-WARD	PDL*	43	0	0	43		
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	PLANNING	PDP	17	0	0	17	11	6
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	VEGETATION MANAGEMENT	PDV	2	0	0	2	2	0
ENERGY DELIVERY	ENGINEERING	ADMINISTRATION	PBA	7	0	0	7	7	0
ENERGY DELIVERY	ENGINEERING	T&D ENGINEERING	PBE	22	0	2	24	21	3
ENERGY DELIVERY	ENGINEERING	PROJECT MANAGEMENT	PBP	6	0	0	6	8	(2)
ENERGY DELIVERY	ENGINEERING	STRUCTURAL	PBT	17	0	2	19	18	1
ENERGY DELIVERY	ENGINEERING	SUBST.PROTECTION&TELECOM	PBY	21	0	4	25	21	4
ENERGY DELIVERY	ENGINEERING	T&D TECHNICAL SERVICES	PBZ	9	0	1	10	12	(2)
ENERGY DELIVERY	SUPPORT SERVICES	ADMINISTRATION	PVA	5	0	0	5	5	0
ENERGY DELIVERY	SUPPORT SERVICES	FLEET	PVF	23	0	0	23	25	(2)
ENERGY DELIVERY	SUPPORT SERVICES	ELECTRICAL & WELDING SERVICES	PVL	13	0	0	13	13	0
ENERGY DELIVERY	SUPPORT SERVICES	MATERIALS MANAGEMENT	PVM	28	0	0	28	28	0
ENERGY DELIVERY	SUPPORT SERVICES	PURCHASING	PVP	11	0	0	11	10	1
ENERGY DELIVERY	SYSTEM OPERATION	ADMINISTRATION	PRA	6	0	0	6	6	0
ENERGY DELIVERY	SYSTEM OPERATION	COMMUNICATIONS	PRC	8	0	0	8	8	0
ENERGY DELIVERY	SYSTEM OPERATION	OPERATING DISPATCH	PRD	24	0	0	24	23	1
ENERGY DELIVERY	SYSTEM OPERATION	OPERATING ENGINEERING	PRE	10	0	2	12	13	(1)
ENERGY DELIVERY	SYSTEM OPERATION	INSTRUMENT & CONTROL	PRI	9	0	0	9	9	0
ENERGY DELIVERY	SYSTEM OPERATION	RELAY	PRR	9	0	0	9	10	(1)
ENERGY DELIVERY	SYSTEM OPERATION	SUBSTATION	PRS	36	0	0	36	37	(1)
ENERGY DELIVERY	SYSTEM OPERATION	CONSTRUCTION MANAGEMENT	PRX	3	0	0	3	3	0
ENERGY DELIVERY	VP ENERGY DELIVERY	VP ENERGY DELIVERY	P2V	2	0	0	2	3	(1)
ENERGY DELIVERY		SUBTOTAL		486	0	11	497	501	(4)
EXEC VP PUBLIC AFFAIRS	EXEC VP PUBLIC AFFAIRS	EXEC VP PUBLIC AFFAIRS	P9V	2	0	0	2	2	0
EXEC VP PUBLIC AFFAIRS	GOVERNMENTAL RELATIONS	GOVERNMENTAL RELATIONS	PNI	3	0	0	3	2	1
EXEC VP PUBLIC AFFAIRS		SUBTOTAL		5	0	0	5	4	1
GENERAL COUNSEL	LEGAL	LEGAL	PNC	11	0	0	11	11	0
GENERAL COUNSEL	LEGAL	LAND & RIGHTS OF WAY	PNL	5	0	0	5	5	0
GENERAL COUNSEL	VP GENERAL COUNSEL	VP-GENERAL COUNSEL	P5V	2	0	0	2	2	0
GENERAL COUNSEL		SUBTOTAL		18	0	0	18	18	0
GOVT & COMMUNITY AFFAIRS	EDUCATION & CONSUMER AFFAIRS	EDUCATION & CONSUMER AFFAIRS	PQE	8	0	0	8	7	1
GOVT & COMMUNITY AFFAIRS	REGULATORY AFFAIRS	REGULATORY AFFAIRS	PNP	7	0	0	7	7	0
GOVT & COMMUNITY AFFAIRS	VP GOVT & COMMUNITY AFFAIRS	VP GOVT & COMMUNITY AFFAIRS	P3V	6	0	0	6	5	1
GOVT & COMMUNITY AFFAIRS		SUBTOTAL		21	0	0	21	19	2
POWER SUPPLY	ENVIRONMENTAL	ADMINISTRATION	PJA	4	0	0	4	4	0
POWER SUPPLY	ENVIRONMENTAL	AIR QUALITY & NOISE	PJB	6	0	0	6	6	0

Hawaiian Electric Company, Inc.
May 31, 2005 Actual Employee Count vs Budget Employee Count

VICE PRESIDENT'S OFFICE	DEPARMENT NAME	DIVISION NAME	ACTUAL EMPLOYEE COUNT					BUDGET	DIFF
			RA	FULL TIME	PART TIME	TEMP	TOTAL		
POWER SUPPLY	ENVIRONMENTAL	CHEMISTRY	PJC	6	0	1	7	7	0
POWER SUPPLY	ENVIRONMENTAL	WATER & HAZARDOUS MATERIAL	PJW	7	0	0	7	7	0
POWER SUPPLY	POWER SUPPLY ENGINEERING	ADMINISTRATION	PYA	3	0	0	3	3	0
POWER SUPPLY	POWER SUPPLY ENGINEERING	SUPPORT STAFF	PYC	2	0	0	2	2	0
POWER SUPPLY	POWER SUPPLY ENGINEERING	PS TECHNICAL SERVICES	PYE	9	0	0	9	9	0
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT ELECT ENGRG	PYF	12	0	0	12	8	4
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT DRAFTING	PYG	2	0	0	2	2	0
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT PROJECT MGT	PYJ	5	0	0	5	4	1
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT MECH ENGRG	PYM	12	0	0	12	9	3
POWER SUPPLY	POWER SUPPLY OPER & MAINT	O&M ADMINISTRATION	PIB	8	0	0	8	10	(2)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	HONOLULU STATION OPERATIONS	PIH	24	0	0	24	26	(2)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION OPERATIONS	PIK	54	0	0	54	58	(4)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION MAINTENANCE	PIL	28	0	0	28	38	(10)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	MAINTENANCE ADMINISTRATION	PIM	2	0	0	2	2	0
POWER SUPPLY	POWER SUPPLY OPER & MAINT	HONOLULU STATION MAINTENANCE	PIN	9	0	0	9	9	0
POWER SUPPLY	POWER SUPPLY OPER & MAINT	OPERATIONS ADMINISTRATION	PIO	3	0	0	3	1	2
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING	PIP	17	0	2	19	21	(2)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	65	0	0	65	74	(9)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	WAI'AU STATION OPERATIONS	PIW	60	0	0	60	62	(2)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	WAI'AU STATION MAINTENANCE	PIX	26	0	0	26	37	(11)
POWER SUPPLY	POWER SUPPLY SERVICES	SERVICES ADMINISTRATION	PIA	5	0	0	5	5	0
POWER SUPPLY	POWER SUPPLY SERVICES	POWER PURCHASE	PIC	6	0	0	6	6	0
POWER SUPPLY	POWER SUPPLY SERVICES	FUEL RESOURCES	PIF	3	0	0	3	5	(2)
POWER SUPPLY	POWER SUPPLY SERVICES	GENERATION PLANNING	PYB	9	0	0	9	10	(1)
POWER SUPPLY	POWER SUPPLY SERVICES	TRANSMISSION PLANNING	PYT	8	0	0	8	8	0
POWER SUPPLY	VP POWER SUPPLY	VP POWER SUPPLY	P7V	2	0	0	2	2	0
POWER SUPPLY		SUBTOTAL		397	0	3	400	435	(35)
PRESIDENT - HECO	CORPORATE AUDIT & COMPLIANCE	INTERNAL AUDIT	PNA	2	0	0	2	6	(4)
PRESIDENT - HECO	CORPORATE AUDIT & COMPLIANCE	SOX COMPLIANCE	PNS	4	0	0	4	0	4
PRESIDENT - HECO	CORPORATE AUDIT & COMPLIANCE	ADMINISTRATION	PNX	3	0	0	3	0	3
PRESIDENT - HECO	PRESIDENTS OFFICE	PRESIDENTS OFFICE	P9P	5	0	0	5	3	2
PRESIDENT - HECO		SUBTOTAL		14	0	0	14	9	5
SPECIAL PROJECTS	VP SPECIAL PROJECTS	VP SPECIAL PROJECTS	P2W	3	0	0	3	0	3
SPECIAL PROJECTS		SUBTOTAL		3	0	0	3	0	3
SR VP ENERGY SOLUTIONS	CUSTOMER INSTALLATION	ADMINISTRATION	PWA	11	0	0	11	10	1
SR VP ENERGY SOLUTIONS	CUSTOMER INSTALLATION	PLANNING & DESIGN	PWP	21	0	0	21	26	(5)
SR VP ENERGY SOLUTIONS	CUSTOMER INSTALLATION	ENGINEERING & METER	PWX	13	0	0	13	11	2
SR VP ENERGY SOLUTIONS	ENERGY PROJECTS	ENERGY PROJECTS	PNG	9	0	0	9	8	1
SR VP ENERGY SOLUTIONS	SR VP ENERGY SOLUTIONS	SR VP ENERGY SOLUTIONS	P9S	4	0	0	4	4	0
SR VP ENERGY SOLUTIONS	TECHNOLOGY	TECHNOLOGY	PNR	2	0	1	3	2	1
SR VP ENERGY SOLUTIONS		SUBTOTAL		60	0	1	61	61	0
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	ADMINISTRATION	PAA	4	0	0	4	5	(1)
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	CORPORATE ACCOUNTING	PAC	5	0	0	5	5	0
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	COST ACCOUNTING	PAD	10	0	0	10	10	0
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	PROPERTY ACCOUNTING	PAT	5	0	0	5	6	(1)
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	ADMINISTRATION	PEA	2	0	0	2	2	0
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	CUSTOMER CARE	PEC	24	0	1	25	20	5
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	DEVELOPMENT SERVICES	PED	31	0	0	31	35	(4)
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	INFRASTRUCTURE & OPERATIONS	PEI	24	0	1	25	28	(3)
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	MAILING SERVICES	PEM	9	0	0	9	9	0
SR VP FINANCE & ADMIN	MANAGEMENT ACCTG & FIN SVCS	ADMINISTRATION	PKB	4	0	0	4	4	0
SR VP FINANCE & ADMIN	MANAGEMENT ACCTG & FIN SVCS	BUDGETS	PKC	7	0	0	7	7	0
SR VP FINANCE & ADMIN	MANAGEMENT ACCTG & FIN SVCS	FINANCIAL ANALYSIS	PKF	3	0	0	3	3	0
SR VP FINANCE & ADMIN	MANAGEMENT ACCTG & FIN SVCS	ERP ADMINISTRATION	PKM	3	0	0	3	3	0
SR VP FINANCE & ADMIN	MANAGEMENT ACCTG & FIN SVCS	TREASURY	PKT	5	0	1	6	5	1
SR VP FINANCE & ADMIN	RISK MANAGEMENT	RISK MANAGEMENT	PKI	9	0	0	9	9	0
SR VP FINANCE & ADMIN	SR VP FINANCE & ADMIN	SR VP FINANCE & ADMIN	P4V	3	0	0	3	3	0
SR VP FINANCE & ADMIN		SUBTOTAL		148	0	3	151	154	(3)
SR VP OPERATIONS	CUSTOMER SERVICE	ADMINISTRATION	PCA	4	0	0	4	5	(1)
SR VP OPERATIONS	CUSTOMER SERVICE	CUST ACCOUNTING & BILLING	PCB	6	0	0	6	8	(2)
SR VP OPERATIONS	CUSTOMER SERVICE	CREDIT	PCD	5	0	0	5	3	2
SR VP OPERATIONS	CUSTOMER SERVICE	CUSTOMER FIELD SERVICES	PCF	5	0	0	5	4	1
SR VP OPERATIONS	CUSTOMER SERVICE	FIELD SERVICE & COLLECTIONS	PCG	27	0	0	27	25	2
SR VP OPERATIONS	CUSTOMER SERVICE	CUSTOMER ASSISTANCE CENTER	PCH	29	0	0	29	31	(2)
SR VP OPERATIONS	CUSTOMER SERVICE	METER READING	PCM	35	0	0	35	35	0
SR VP OPERATIONS	CUSTOMER SERVICE	PAYMT PROCESS & SUPPORT CTR	PCP	17	0	0	17	20	(3)
SR VP OPERATIONS	CUSTOMER SERVICE	CUSTOMER ACCOUNT SERVICES	PCS	4	0	0	4	3	1
SR VP OPERATIONS	SR VP OPERATIONS	SR VP OPERATIONS	P8V	2	0	0	2	2	0
SR VP OPERATIONS		SUBTOTAL		134	0	0	134	136	(2)
									0
		COMPANY TOTAL		1439	1	19	1459	1488	(29)

*Forecast Budget count for RA PDS includes RA's PDJ, PDK, PDL & PDU.

**Employee Counts have been adjusted to exclude employees covered under the DSM surcharge adjustment docket.

Hawaiian Electric Company, Inc.
June 30, 2005 Actual Employee Count vs Budget Employee Count

VICE PRESIDENT'S OFFICE	DEPARTMENT NAME	DIVISION NAME	RA	ACTUAL EMPLOYEE COUNT				BUDGET	DIFF
				FULL TIME	PART TIME	TEMP	TOTAL		
CORPORATE EXCELLENCE	COMPENSATION AND BENEFITS	EMPL BENEFITS & HLTH SVCS	PFB	9	0	0	9	9	
CORPORATE EXCELLENCE	COMPENSATION AND BENEFITS	COMPENSATION	PFC	2	0	0	2	2	
CORPORATE EXCELLENCE	COMPENSATION AND BENEFITS	DISABILITY MANAGEMENT	PPW	3	0	0	3	3	
CORPORATE EXCELLENCE	INDUSTRIAL RELATIONS	ADMINISTRATION	PPA	3	0	0	3	3	
CORPORATE EXCELLENCE	INDUSTRIAL RELATIONS	LABOR REL & WAGE ADMIN	PPI	6	0	0	6	6	
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	CORPORATE SAFETY	PFS	12	0	0	12	11	1
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	ADMINISTRATION	PHA	2	0	0	2	2	
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	FACILITIES OPERATIONS	PHB	15	0	0	15	15	
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	FACILITIES PLANNING	PHF	6	0	0	6	5	1
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	SECURITY	PHS	14	0	0	14	10	4
CORPORATE EXCELLENCE	VP CORPORATE EXCELLENCE	VP CORPORATE EXCELLENCE	P6V	2	0	0	2	2	
CORPORATE EXCELLENCE	WORKFORCE STAFFING & DEVELOP	ADMINISTRATION	PFA	4	0	0	4	5	(1)
CORPORATE EXCELLENCE	WORKFORCE STAFFING & DEVELOP	CLIENT SERVICES & CONSULTING	PFD	9	0	2	11	5	6
CORPORATE EXCELLENCE	WORKFORCE STAFFING & DEVELOP	ORGANIZ DEV & CONTIN IMPRVMT	PFI	3	0	0	3	6	(3)
CORPORATE EXCELLENCE		SUBTOTAL		90	0	2	92	84	8
CORPORATE RELATIONS	CORPORATE COMMUNICATIONS	CORPORATE COMMUNICATIONS	PQC	9	1	0	10	11	(1)
CORPORATE RELATIONS	VP CORPORATE RELATIONS	VP CORPORATE RELATIONS	P1V	2	0	0	2	2	
CORPORATE RELATIONS		SUBTOTAL		11	1	0	12	13	(1)
CUSTOMER SOLUTIONS	CUSTOMER TECH APPLICATIONS	CUSTOMER TECH APPLICATIONS	PSR	9	0	0	9	10	(1)
CUSTOMER SOLUTIONS	ENERGY SERVICES	ADMINISTRATION	PSA	3	0	0	3	2	1
CUSTOMER SOLUTIONS	ENERGY SERVICES	CUSTOMER EFFICIENCY PROGRAM	PSD**	9	0	0	9	10	(1)
CUSTOMER SOLUTIONS	ENERGY SERVICES	PRICING	PSP	5	0	0	5	5	
CUSTOMER SOLUTIONS	FORECASTS & RESEARCH	FORECASTS & RESEARCH	PSM**	10	0	0	10	11	(1)
CUSTOMER SOLUTIONS	INTEGRATED RESOURCE PLNG	INTEGRATED RESOURCE PLANNING	PYP	3	0	0	3	4	(1)
CUSTOMER SOLUTIONS	MARKETING SERVICES	MARKETING SERVICES	PSN	12	0	0	12	12	
CUSTOMER SOLUTIONS	VP CUSTOMER SOLUTIONS	CUSTOMER SOLUTIONS	P1W	2	0	0	2	0	2
CUSTOMER SOLUTIONS		SUBTOTAL		53	0	0	53	54	(1)
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	ADMINISTRATION	PDA	5	0	0	5	5	
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	CONTROL SECTION	PDC	6	0	0	6	9	(3)
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	TRAINING SECTION	PDD	3	0	0	3	1	2
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	FIELD OPERATION	PDF	24	0	0	24	27	(3)
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	EAST OVERHEAD-KOOLAU	PDK*	25	0	0	25		
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	EAST OVERHEAD-WARD	PDL*	43	0	0	43		
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	UNDERGROUND	PDU*	26	0	0	26		
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	OPERATIONS	PDS*	13	0	0	13	166	(6)
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	PLANNING	PDP	17	0	0	17	11	6
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	VEGETATION MANAGEMENT	PDV	2	0	0	2	2	
ENERGY DELIVERY	ENGINEERING	ADMINISTRATION	PBA	7	0	0	7	7	
ENERGY DELIVERY	ENGINEERING	T&D ENGINEERING	PBE	22	0	3	25	21	4
ENERGY DELIVERY	ENGINEERING	PROJECT MANAGEMENT	PBP	6	0	0	6	8	(2)
ENERGY DELIVERY	ENGINEERING	STRUCTURAL	PBT	17	0	2	19	18	1
ENERGY DELIVERY	ENGINEERING	SUBST.PROTECTION&TELECOM	PBY	21	0	4	25	21	4
ENERGY DELIVERY	ENGINEERING	T&D TECHNICAL SERVICES	PBZ	9	0	1	10	12	(2)
ENERGY DELIVERY	SUPPORT SERVICES	ADMINISTRATION	PVA	5	0	0	5	5	
ENERGY DELIVERY	SUPPORT SERVICES	FLEET	PVF	23	0	0	23	25	(2)
ENERGY DELIVERY	SUPPORT SERVICES	ELECTRICAL & WELDING SERVICES	PVL	13	0	0	13	13	
ENERGY DELIVERY	SUPPORT SERVICES	MATERIALS MANAGEMENT	PVM	28	0	0	28	28	
ENERGY DELIVERY	SUPPORT SERVICES	PURCHASING	PVP	11	0	0	11	10	1
ENERGY DELIVERY	SYSTEM OPERATION	ADMINISTRATION	PRA	6	0	0	6	6	
ENERGY DELIVERY	SYSTEM OPERATION	COMMUNICATIONS	PRC	8	0	0	8	8	
ENERGY DELIVERY	SYSTEM OPERATION	OPERATING DISPATCH	PRD	24	0	0	24	23	1
ENERGY DELIVERY	SYSTEM OPERATION	OPERATING ENGINEERING	PRE	10	0	2	12	13	(1)
ENERGY DELIVERY	SYSTEM OPERATION	INSTRUMENT & CONTROL	PRI	9	0	0	9	9	
ENERGY DELIVERY	SYSTEM OPERATION	RELAY	PRR	9	0	0	9	10	(1)
ENERGY DELIVERY	SYSTEM OPERATION	SUBSTATION	PRS	38	0	0	38	37	1
ENERGY DELIVERY	SYSTEM OPERATION	CONSTRUCTION MANAGEMENT	PRX	3	0	0	3	3	
ENERGY DELIVERY	VP ENERGY DELIVERY	VP ENERGY DELIVERY	P2V	2	0	0	2	3	(1)
ENERGY DELIVERY		SUBTOTAL		488	0	12	500	501	(1)
FINANCE	FINANCIAL VICE PRESIDENT	FINANCIAL VICE PRESIDENT	P4V	3	0	0	3	3	
FINANCE	GENERAL ACCOUNTING	ADMINISTRATION	PAA	5	0	0	5	5	
FINANCE	GENERAL ACCOUNTING	CORPORATE ACCOUNTING	PAC	4	0	0	4	5	(1)
FINANCE	GENERAL ACCOUNTING	COST ACCOUNTING	PAD	10	0	0	10	10	
FINANCE	GENERAL ACCOUNTING	PROPERTY ACCOUNTING	PAT	5	0	0	5	6	(1)
FINANCE	INFO TECHNOLOGY & SVCS	ADMINISTRATION	PEA	2	0	0	2	2	
FINANCE	INFO TECHNOLOGY & SVCS	CUSTOMER CARE	PEC	23	0	2	25	20	5
FINANCE	INFO TECHNOLOGY & SVCS	DEVELOPMENT SERVICES	PED	37	0	0	37	35	2
FINANCE	INFO TECHNOLOGY & SVCS	INFRASTRUCTURE & OPERATIONS	PEI	23	0	1	24	28	(4)
FINANCE	INFO TECHNOLOGY & SVCS	MAILING SERVICES	PEM	10	0	0	10	9	1
FINANCE	MANAGEMENT ACCTG & FIN SVCS	ADMINISTRATION	PKB	4	0	0	4	4	
FINANCE	MANAGEMENT ACCTG & FIN SVCS	BUDGETS	PKC	7	0	0	7	7	
FINANCE	MANAGEMENT ACCTG & FIN SVCS	FINANCIAL ANALYSIS	PKF	3	0	0	3	3	
FINANCE	MANAGEMENT ACCTG & FIN SVCS	ERP ADMINISTRATION	PKM	3	0	0	3	3	
FINANCE	MANAGEMENT ACCTG & FIN SVCS	TREASURY	PKT	5	0	1	6	5	1
FINANCE	RISK MANAGEMENT	RISK MANAGEMENT	PKI	9	0	0	9	9	

Hawaiian Electric Company, Inc.
June 30, 2005 Actual Employee Count vs Budget Employee Count

VICE PRESIDENT'S OFFICE	DEPARTMENT NAME	DIVISION NAME	RA	ACTUAL EMPLOYEE COUNT				BUDGET	DIFF
				FULL TIME	PART TIME	TEMP	TOTAL		
FINANCE		SUBTOTAL		153	0	4	157	154	3
GENERAL COUNSEL	LEGAL	LEGAL	PNC	11	0	0	11	11	
GENERAL COUNSEL	LEGAL	LAND & RIGHTS OF WAY	PNL	5	0	0	5	5	
GENERAL COUNSEL	VP GENERAL COUNSEL	VP-GENERAL COUNSEL	P5V	2	0	0	2	2	
GENERAL COUNSEL		SUBTOTAL		18	0	0	18	18	0
GOVT & COMMUNITY AFFAIRS	EDUCATION & CONSUMER AFFAIRS	EDUCATION & CONSUMER AFFAIRS	PQE	8	0	0	8	7	1
GOVT & COMMUNITY AFFAIRS	REGULATORY AFFAIRS	REGULATORY AFFAIRS	PNP	8	0	0	8	7	1
GOVT & COMMUNITY AFFAIRS	VP GOVT & COMMUNITY AFFAIRS	VP GOVT & COMMUNITY AFFAIRS	P3V	6	0	0	6	5	1
GOVT & COMMUNITY AFFAIRS		SUBTOTAL		22	0	0	22	19	3
POWER SUPPLY	ENVIRONMENTAL	ADMINISTRATION	PJA	4	0	0	4	4	
POWER SUPPLY	ENVIRONMENTAL	AIR QUALITY & NOISE	PJB	6	0	0	6	6	
POWER SUPPLY	ENVIRONMENTAL	CHEMISTRY	PJC	6	0	1	7	7	
POWER SUPPLY	ENVIRONMENTAL	WATER & HAZARDOUS MATERIAL	PJW	7	0	0	7	7	
POWER SUPPLY	POWER SUPPLY ENGINEERING	ADMINISTRATION	PYA	3	0	0	3	3	
POWER SUPPLY	POWER SUPPLY ENGINEERING	SUPPORT STAFF	PYC	2	0	0	2	2	
POWER SUPPLY	POWER SUPPLY ENGINEERING	PS TECHNICAL SERVICES	PYE	8	0	0	8	9	(1)
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT ELECT ENGRG	PYF	12	0	0	12	8	4
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT DRAFTING	PYG	2	0	0	2	2	
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT PROJECT MGT	PYJ	5	0	0	5	4	1
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWR PLANT MECH ENGRG	PYM	12	0	0	12	9	3
POWER SUPPLY	POWER SUPPLY OPER & MAINT	O&M ADMINISTRATION	PIB	8	0	0	8	10	(2)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	HONOLULU STATION OPERATIONS	PIH	24	0	0	24	26	(2)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION OPERATIONS	PIK	54	0	0	54	58	(4)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION MAINTENANCE	PIL	28	0	0	28	38	(10)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	MAINTENANCE ADMINISTRATION	PIM	2	0	0	2	2	
POWER SUPPLY	POWER SUPPLY OPER & MAINT	HONOLULU STATION MAINTENANCE	PIN	9	0	0	9	9	
POWER SUPPLY	POWER SUPPLY OPER & MAINT	OPERATIONS ADMINISTRATION	PIO	3	0	0	3	1	2
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING	PIP	17	0	3	20	21	(1)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	63	0	0	63	74	(11)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	WAI'AU STATION OPERATIONS	PIW	59	0	0	59	62	(3)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	WAI'AU STATION MAINTENANCE	PIX	26	0	0	26	37	(11)
POWER SUPPLY	POWER SUPPLY SERVICES	SERVICES ADMINISTRATION	PIA	5	0	0	5	5	
POWER SUPPLY	POWER SUPPLY SERVICES	POWER PURCHASE	PIC	6	0	0	6	6	
POWER SUPPLY	POWER SUPPLY SERVICES	FUEL RESOURCES	PIF	4	0	0	4	5	(1)
POWER SUPPLY	POWER SUPPLY SERVICES	GENERATION PLANNING	PYB	9	0	0	9	10	(1)
POWER SUPPLY	POWER SUPPLY SERVICES	TRANSMISSION PLANNING	PYT	8	0	0	8	8	
POWER SUPPLY	VP POWER SUPPLY	VP POWER SUPPLY	P7V	2	0	0	2	2	
POWER SUPPLY		SUBTOTAL		394	0	4	398	435	(37)
PRESIDENT - HECO	CORPORATE AUDIT & COMPLIANCE	INTERNAL AUDIT	PNA	2	0	0	2	6	(4)
PRESIDENT - HECO	CORPORATE AUDIT & COMPLIANCE	SOX COMPLIANCE	PNS	4	0	0	4		4
PRESIDENT - HECO	CORPORATE AUDIT & COMPLIANCE	ADMINISTRATION	PNX	3	0	0	3		3
PRESIDENT - HECO	PRESIDENTS OFFICE	PRESIDENTS OFFICE	P9P	5	0	0	5	3	2
PRESIDENT - HECO		SUBTOTAL		14	0	0	14	9	5
SPECIAL PROJECTS	VP SPECIAL PROJECTS	VP SPECIAL PROJECTS	P2W	3	0	0	3	0	3
SPECIAL PROJECTS		SUBTOTAL		3	0	0	3	0	3
SR VP ENERGY SOLUTIONS	CUSTOMER INSTALLATION	ADMINISTRATION	PWA	11	0	1	12	10	2
SR VP ENERGY SOLUTIONS	CUSTOMER INSTALLATION	PLANNING & DESIGN	PWP	21	0	0	21	27	(6)
SR VP ENERGY SOLUTIONS	CUSTOMER INSTALLATION	ENGINEERING & METER	PWX	13	0	0	13	11	2
SR VP ENERGY SOLUTIONS	ENERGY PROJECTS	ENERGY PROJECTS	PNG	9	0	0	9	8	1
SR VP ENERGY SOLUTIONS	SR VP ENERGY SOLUTIONS	SR VP ENERGY SOLUTIONS	P9S	4	0	0	4	4	
SR VP ENERGY SOLUTIONS	TECHNOLOGY	TECHNOLOGY	PNR	2	0	1	3	2	1
SR VP ENERGY SOLUTIONS		SUBTOTAL		60	0	2	62	62	0
SR VP OPERATIONS	CUSTOMER SERVICE	ADMINISTRATION	PCA	4	0	0	4	5	(1)
SR VP OPERATIONS	CUSTOMER SERVICE	CUST ACCOUNTING & BILLING	PCB	6	0	0	6	8	(2)
SR VP OPERATIONS	CUSTOMER SERVICE	CREDIT	PCD	5	0	0	5	3	2
SR VP OPERATIONS	CUSTOMER SERVICE	CUSTOMER FIELD SERVICES	PCF	5	0	0	5	4	1
SR VP OPERATIONS	CUSTOMER SERVICE	FIELD SERVICE & COLLECTIONS	PCG	27	0	0	27	25	2
SR VP OPERATIONS	CUSTOMER SERVICE	CUSTOMER ASSISTANCE CENTER	PCH	29	0	0	29	31	(2)
SR VP OPERATIONS	CUSTOMER SERVICE	METER READING	PCM	35	0	0	35	35	
SR VP OPERATIONS	CUSTOMER SERVICE	PAYMT PROCESS & SUPPORT CTR	PCP	17	0	0	17	20	(3)
SR VP OPERATIONS	CUSTOMER SERVICE	CUSTOMER ACCOUNT SERVICES	PCS	4	0	0	4	3	1
SR VP OPERATIONS	SR VP OPERATIONS	SR VP OPERATIONS	P8V	2	0	0	2	2	
SR VP OPERATIONS		SUBTOTAL		134	0	0	134	136	(2)
SR VP PUBLIC AFFAIRS	GOVERNMENTAL RELATIONS	GOVERNMENTAL RELATIONS	PNI	3	0	0	3	2	1
SR VP PUBLIC AFFAIRS	SR VP PUBLIC AFFAIRS	SR VP PUBLIC AFFAIRS	P9V	2	0	0	2	2	
SR VP PUBLIC AFFAIRS		SUBTOTAL		5	0	0	5	4	1
		COMPANY TOTAL		1445	1	24	1470	1489	(19)

*Forecast Budget count for RA PDS includes RA's PDJ, PDK, PDL & PDU.

**Employee Counts have been adjusted to exclude employees covered under the DSM surcharge adjustment docket.

Hawaiian Electric Company, Inc.
July 31, 2005 Actual Employee Count vs Budget Employee Count

VICE PRESIDENT'S OFFICE	DEPARTMENT NAME	DIVISION NAME	ACTUAL EMPLOYEE COUNT					BUDGET	DIFF
			RA	FULL TIME	PART TIME	TEMP	TOTAL		
CORPORATE EXCELLENCE	COMPENSATION AND BENEFITS	EMPL BENEFITS & HLTH SVCS	PFB	9	0	0	9	9	0
CORPORATE EXCELLENCE	COMPENSATION AND BENEFITS	COMPENSATION	PFC	2	0	0	2	2	0
CORPORATE EXCELLENCE	COMPENSATION AND BENEFITS	WORKERS COMPENSATION	PPW	3	0	0	3	3	0
CORPORATE EXCELLENCE	INDUSTRIAL RELATIONS	ADMINISTRATION	PPA	3	0	0	3	3	0
CORPORATE EXCELLENCE	INDUSTRIAL RELATIONS	LABOR REL & WAGE ADMIN	PPI	6	0	0	6	6	0
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	CORPORATE SAFETY	PFS	12	0	0	12	11	1
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	ADMINISTRATION	PHA	2	0	0	2	2	0
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	FACILITIES OPERATIONS	PHB	15	0	0	15	15	0
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	FACILITIES PLANNING	PHF	6	0	0	6	5	1
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	SECURITY	PHS	15	0	0	15	10	5
CORPORATE EXCELLENCE	VP CORPORATE EXCELLENCE	VP CORPORATE EXCELLENCE	P6V	3	0	0	3	2	1
CORPORATE EXCELLENCE	WORKFORCE STAFFING & DEVELOP	ADMINISTRATION	PFA	4	0	0	4	5	(1)
CORPORATE EXCELLENCE	WORKFORCE STAFFING & DEVELOP	CLIENT SERVICES & CONSULTING	PFD	9	0	2	11	5	6
CORPORATE EXCELLENCE	WORKFORCE STAFFING & DEVELOP	ORGANIZ DEV & CONTIN IMPRVMT	PFI	3	0	0	3	6	(3)
CORPORATE EXCELLENCE				92	0	2	94	84	10
CORPORATE RELATIONS	CORPORATE COMMUNICATIONS	CORPORATE COMMUNICATIONS	PQC	9	1	0	10	11	(1)
CORPORATE RELATIONS	VP CORPORATE RELATIONS	VP CORPORATE RELATIONS	P1V	2	0	0	2	2	0
CORPORATE RELATIONS				11	1	0	12	13	(1)
CUSTOMER SOLUTIONS	CUSTOMER TECH APPLICATIONS	CUSTOMER TECH APPLICATIONS	PSR	9	0	0	9	10	(1)
CUSTOMER SOLUTIONS	ENERGY SERVICES	ADMINISTRATION	PSA	3	0	0	3	2	1
CUSTOMER SOLUTIONS	ENERGY SERVICES	CUSTOMER EFFICIENCY PROGRAM	PSD**	9	0	0	9	10	(1)
CUSTOMER SOLUTIONS	ENERGY SERVICES	PRICING	PSP	5	0	0	5	5	0
CUSTOMER SOLUTIONS	FORECASTS & RESEARCH	FORECASTS & RESEARCH	PSM**	10	0	0	10	11	(1)
CUSTOMER SOLUTIONS	INTEGRATED RESOURCE PLNG	INTEGRATED RESOURCE PLANNING	PYP	4	0	0	4	4	0
CUSTOMER SOLUTIONS	MARKETING SERVICES	MARKETING SERVICES	PSN	12	0	0	12	12	0
CUSTOMER SOLUTIONS	VP CUSTOMER SOLUTIONS	CUSTOMER SOLUTIONS	P1W	2	0	0	2	0	2
CUSTOMER SOLUTIONS				54	0	0	54	54	0
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	ADMINISTRATION	PDA	5	0	0	5	5	0
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	CONTROL SECTION	PDC	6	0	0	6	9	(3)
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	TRAINING SECTION	PDD	2	0	0	2	1	1
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	FIELD OPERATION	PDF	24	0	0	24	27	(3)
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	OPERATIONS	PDS*	13	0	0	13	166	(6)
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	UNDERGROUND	PDU*	26	0	0	26		
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	WEST OVERHEAD	PDJ*	53	0	0	53		
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	EAST OVERHEAD-KOOLAU	PDK*	25	0	0	25		
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	EAST OVERHEAD-WARD	PDL*	43	0	0	43		
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	PLANNING	PDP	17	0	0	17	11	6
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	VEGETATION MANAGEMENT	PDV	2	0	0	2	2	0
ENERGY DELIVERY	ENGINEERING	ADMINISTRATION	PBA	7	0	0	7	7	0
ENERGY DELIVERY	ENGINEERING	T&D ENGINEERING	PBE	22	0	3	25	21	4
ENERGY DELIVERY	ENGINEERING	PROJECT MANAGEMENT	PBP	6	0	0	6	8	(2)
ENERGY DELIVERY	ENGINEERING	STRUCTURAL	PBT	17	0	2	19	18	1
ENERGY DELIVERY	ENGINEERING	SUBST.PROTECTION&TELECOM	PBY	21	0	4	25	21	4
ENERGY DELIVERY	ENGINEERING	T&D TECHNICAL SERVICES	PBZ	9	0	0	9	12	(3)
ENERGY DELIVERY	SUPPORT SERVICES	ADMINISTRATION	PVA	5	0	0	5	5	0
ENERGY DELIVERY	SUPPORT SERVICES	FLEET	PVF	23	0	0	23	25	(2)
ENERGY DELIVERY	SUPPORT SERVICES	ELECTRICAL & WELDING SERVICES	PVL	13	0	0	13	13	0
ENERGY DELIVERY	SUPPORT SERVICES	MATERIALS MANAGEMENT	PVM	28	0	0	28	28	0
ENERGY DELIVERY	SUPPORT SERVICES	PURCHASING	PVP	11	0	0	11	10	1
ENERGY DELIVERY	SYSTEM OPERATION	ADMINISTRATION	PRA	6	0	0	6	6	0
ENERGY DELIVERY	SYSTEM OPERATION	COMMUNICATIONS	PRC	8	0	0	8	8	0
ENERGY DELIVERY	SYSTEM OPERATION	OPERATING DISPATCH	PRD	25	0	0	25	23	2
ENERGY DELIVERY	SYSTEM OPERATION	OPERATING ENGINEERING	PRE	10	0	2	12	13	(1)
ENERGY DELIVERY	SYSTEM OPERATION	INSTRUMENT & CONTROL	PRI	9	0	0	9	9	0
ENERGY DELIVERY	SYSTEM OPERATION	RELAY	PRR	9	0	0	9	10	(1)
ENERGY DELIVERY	SYSTEM OPERATION	SUBSTATION	PRS	38	0	0	38	37	1
ENERGY DELIVERY	SYSTEM OPERATION	CONSTRUCTION MANAGEMENT	PRX	3	0	0	3	3	0
ENERGY DELIVERY	VP ENERGY DELIVERY	VP ENERGY DELIVERY	P2V	2	0	0	2	3	(1)
ENERGY DELIVERY				488	0	11	499	501	(2)
EXEC VP PUBLIC AFFAIRS	EXEC VP PUBLIC AFFAIRS	EXEC VP PUBLIC AFFAIRS	P9V	2	0	0	2	2	0
EXEC VP PUBLIC AFFAIRS	GOVERNMENTAL RELATIONS	GOVERNMENTAL RELATIONS	PNI	3	0	0	3	2	1
EXEC VP PUBLIC AFFAIRS				5	0	0	5	4	1
GENERAL COUNSEL	LEGAL	LEGAL	PNC	11	0	0	11	11	0
GENERAL COUNSEL	LEGAL	LAND & RIGHTS OF WAY	PNL	5	0	0	5	5	0
GENERAL COUNSEL	VP GENERAL COUNSEL	VP-GENERAL COUNSEL	P5V	2	0	0	2	2	0
GENERAL COUNSEL				18	0	0	18	18	0
GOVT & COMMUNITY AFFAIRS	EDUCATION & CONSUMER AFFAIRS	EDUCATION & CONSUMER AFFAIRS	PQE	8	0	0	8	7	1
GOVT & COMMUNITY AFFAIRS	REGULATORY AFFAIRS	REGULATORY AFFAIRS	PNP	7	0	0	7	7	0
GOVT & COMMUNITY AFFAIRS	VP GOVT & COMMUNITY AFFAIRS	VP GOVT & COMMUNITY AFFAIRS	P3V	7	0	0	7	5	2
GOVT & COMMUNITY AFFAIRS				22	0	0	22	19	3
POWER SUPPLY	ENVIRONMENTAL	ADMINISTRATION	PJA	4	0	0	4	4	0
POWER SUPPLY	ENVIRONMENTAL	AIR QUALITY & NOISE	PJB	6	0	0	6	6	0

Hawaiian Electric Company, Inc.
July 31, 2005 Actual Employee Count vs Budget Employee Count

VICE PRESIDENT'S OFFICE	DEPARTMENT NAME	DIVISION NAME	ACTUAL EMPLOYEE COUNT					BUDGET	DIFF
			RA	FULL TIME	PART TIME	TEMP	TOTAL		
POWER SUPPLY	ENVIRONMENTAL	CHEMISTRY	PJC	6	0	1	7	7	0
POWER SUPPLY	ENVIRONMENTAL	WATER & HAZARDOUS MATERIAL	PJW	7	0	0	7	7	0
POWER SUPPLY	POWER SUPPLY ENGINEERING	ADMINISTRATION	PYA	3	0	0	3	3	0
POWER SUPPLY	POWER SUPPLY ENGINEERING	SUPPORT STAFF	PYC	2	0	0	2	2	0
POWER SUPPLY	POWER SUPPLY ENGINEERING	PS TECHNICAL SERVICES	PYE	9	0	0	9	9	0
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT ELECT ENGRG	PYF	11	0	0	11	8	3
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT DRAFTING	PYG	2	0	0	2	2	0
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT PROJECT MGT	PYJ	4	0	0	4	4	0
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT MECH ENGRG	PYM	13	0	0	13	9	4
POWER SUPPLY	POWER SUPPLY OPER & MAINT	O&M ADMINISTRATION	PIB	8	0	0	8	10	(2)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	HONOLULU STATION OPERATIONS	PIH	24	0	0	24	26	(2)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION OPERATIONS	PIK	57	0	0	57	58	(1)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION MAINTENANCE	PIL	29	0	0	29	38	(9)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	MAINTENANCE ADMINISTRATION	PIM	2	0	0	2	2	0
POWER SUPPLY	POWER SUPPLY OPER & MAINT	HONOLULU STATION MAINTENANCE	PIN	9	0	0	9	9	0
POWER SUPPLY	POWER SUPPLY OPER & MAINT	OPERATIONS ADMINISTRATION	PIO	3	0	0	3	1	2
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING	PIP	17	0	4	21	21	0
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	62	0	0	62	74	(12)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	WAI'AU STATION OPERATIONS	PIW	63	0	0	63	62	1
POWER SUPPLY	POWER SUPPLY OPER & MAINT	WAI'AU STATION MAINTENANCE	PIX	27	0	0	27	37	(10)
POWER SUPPLY	POWER SUPPLY SERVICES	SERVICES ADMINISTRATION	PIA	5	0	0	5	5	0
POWER SUPPLY	POWER SUPPLY SERVICES	POWER PURCHASE	PIC	6	0	0	6	6	0
POWER SUPPLY	POWER SUPPLY SERVICES	FUEL RESOURCES	PIF	4	0	0	4	5	(1)
POWER SUPPLY	POWER SUPPLY SERVICES	GENERATION PLANNING	PYB	9	0	0	9	10	(1)
POWER SUPPLY	POWER SUPPLY SERVICES	TRANSMISSION PLANNING	PYT	7	0	0	7	8	(1)
POWER SUPPLY	VP POWER SUPPLY	VP POWER SUPPLY	P7V	2	0	0	2	2	0
POWER SUPPLY				401	0	5	406	435	(29)
PRESIDENT - HECO	CORPORATE AUDIT & COMPLIANCE	INTERNAL AUDIT	PNA	2	0	0	2	6	(4)
PRESIDENT - HECO	CORPORATE AUDIT & COMPLIANCE	SOX COMPLIANCE	PNS	4	0	0	4	0	4
PRESIDENT - HECO	CORPORATE AUDIT & COMPLIANCE	ADMINISTRATION	PNX	2	0	0	2	0	2
PRESIDENT - HECO	PRESIDENTS OFFICE	PRESIDENTS OFFICE	P9P	5	0	0	5	3	2
PRESIDENT - HECO				13	0	0	13	9	4
SPECIAL PROJECTS	VP SPECIAL PROJECTS	VP SPECIAL PROJECTS	P2W	3	0	0	3	0	3
SPECIAL PROJECTS				3	0	0	3	0	3
SR VP ENERGY SOLUTIONS	CUSTOMER INSTALLATION	ADMINISTRATION	PWA	11	0	1	12	10	2
SR VP ENERGY SOLUTIONS	CUSTOMER INSTALLATION	PLANNING & DESIGN	PWP	21	0	0	21	27	(6)
SR VP ENERGY SOLUTIONS	CUSTOMER INSTALLATION	ENGINEERING & METER	PWX	13	0	0	13	11	2
SR VP ENERGY SOLUTIONS	ENERGY PROJECTS	ENERGY PROJECTS	PNG	9	0	0	9	8	1
SR VP ENERGY SOLUTIONS	SR VP ENERGY SOLUTIONS	SR VP ENERGY SOLUTIONS	P9S	4	0	0	4	4	0
SR VP ENERGY SOLUTIONS	TECHNOLOGY	TECHNOLOGY	PNR	2	0	1	3	2	1
SR VP ENERGY SOLUTIONS				60	0	2	62	62	0
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	ADMINISTRATION	PAA	5	0	0	5	5	0
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	CORPORATE ACCOUNTING	PAC	4	0	0	4	5	(1)
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	COST ACCOUNTING	PAD	10	0	0	10	10	0
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	PROPERTY ACCOUNTING	PAT	5	0	0	5	6	(1)
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	ADMINISTRATION	PEA	2	0	0	2	2	0
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	CUSTOMER CARE	PEC	23	0	2	25	20	5
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	DEVELOPMENT SERVICES	PED	37	0	0	37	35	2
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	INFRASTRUCTURE & OPERATIONS	PEI	23	0	1	24	28	(4)
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	MAILING SERVICES	PEM	10	0	0	10	9	1
SR VP FINANCE & ADMIN	MANAGEMENT ACCTG & FIN SVCS	ADMINISTRATION	PKB	4	0	0	4	4	0
SR VP FINANCE & ADMIN	MANAGEMENT ACCTG & FIN SVCS	BUDGETS	PKC	7	0	0	7	7	0
SR VP FINANCE & ADMIN	MANAGEMENT ACCTG & FIN SVCS	FINANCIAL ANALYSIS	PKF	3	0	0	3	3	0
SR VP FINANCE & ADMIN	MANAGEMENT ACCTG & FIN SVCS	ERP ADMINISTRATION	PKM	3	0	0	3	3	0
SR VP FINANCE & ADMIN	MANAGEMENT ACCTG & FIN SVCS	TREASURY	PKT	5	0	0	5	5	0
SR VP FINANCE & ADMIN	RISK MANAGEMENT	RISK MANAGEMENT	PKI	9	0	0	9	9	0
SR VP FINANCE & ADMIN	SR VP FINANCE & ADMIN	SR VP FINANCE & ADMIN	P4V	3	0	0	3	3	0
SR VP FINANCE & ADMIN				153	0	3	156	154	2
SR VP OPERATIONS	CUSTOMER SERVICE	ADMINISTRATION	PCA	4	0	0	4	5	(1)
SR VP OPERATIONS	CUSTOMER SERVICE	CUST ACCOUNTING & BILLING	PCB	6	0	0	6	8	(2)
SR VP OPERATIONS	CUSTOMER SERVICE	CREDIT	PCD	5	0	0	5	3	2
SR VP OPERATIONS	CUSTOMER SERVICE	CUSTOMER FIELD SERVICES	PCF	5	0	0	5	4	1
SR VP OPERATIONS	CUSTOMER SERVICE	FIELD SERVICE & COLLECTIONS	PCG	27	0	0	27	25	2
SR VP OPERATIONS	CUSTOMER SERVICE	CUSTOMER ASSISTANCE CENTER	PCH	29	0	0	29	31	(2)
SR VP OPERATIONS	CUSTOMER SERVICE	METER READING	PCM	35	0	0	35	35	0
SR VP OPERATIONS	CUSTOMER SERVICE	PAYMT PROCESS & SUPPORT CTR	PCP	17	0	0	17	20	(3)
SR VP OPERATIONS	CUSTOMER SERVICE	CUSTOMER ACCOUNT SERVICES	PCS	4	0	0	4	3	1
SR VP OPERATIONS	SR VP OPERATIONS	SR VP OPERATIONS	P8V	2	0	0	2	2	0
SR VP OPERATIONS				134	0	0	134	136	(2)
									0
				1454	1	23	1478	1489	(11)

*Forecast Budget count for RA PDS includes RA's PDJ, PDK, PDL & PDU.

**Employee Counts have been adjusted to exclude employees covered under the DSM surcharge adjustment docket.

Hawaiian Electric Company, Inc.
August 31, 2005 Actual Employee Count vs Budget Employee Count

VICE PRESIDENT'S OFFICE	DEPARTMENT NAME	DIVISION NAME	ACTUAL EMPLOYEE COUNT					BUDGET	DIFF
			RA	FULL TIME	PART TIME	TEMP	TOTAL		
CORPORATE EXCELLENCE	COMPENSATION AND BENEFITS	EMPL BENEFITS & HLTH SVCS	PFB	9	0	0	9	9	0
CORPORATE EXCELLENCE	COMPENSATION AND BENEFITS	COMPENSATION	PFC	2	0	0	2	2	0
CORPORATE EXCELLENCE	COMPENSATION AND BENEFITS	WORKERS COMPENSATION	PPW	3	0	0	3	3	0
CORPORATE EXCELLENCE	INDUSTRIAL RELATIONS	ADMINISTRATION	PPA	3	0	0	3	3	0
CORPORATE EXCELLENCE	INDUSTRIAL RELATIONS	LABOR REL & WAGE ADMIN	PPI	6	0	0	6	6	0
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	CORPORATE SAFETY	PFS	11	0	0	11	11	0
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	ADMINISTRATION	PHA	2	0	0	2	2	0
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	FACILITIES OPERATIONS	PHB	14	0	0	14	15	(1)
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	FACILITIES PLANNING	PHF	6	0	0	6	5	1
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	SECURITY	PHS	14	0	0	14	10	4
CORPORATE EXCELLENCE	VP CORPORATE EXCELLENCE	VP CORPORATE EXCELLENCE	P6V	2	0	0	2	2	0
CORPORATE EXCELLENCE	WORKFORCE STAFFING & DEVELOP	ADMINISTRATION	PFA	4	0	0	4	5	(1)
CORPORATE EXCELLENCE	WORKFORCE STAFFING & DEVELOP	CLIENT SERVICES & CONSULTING	PFD	9	0	1	10	5	5
CORPORATE EXCELLENCE	WORKFORCE STAFFING & DEVELOP	ORGANIZ DEV & CONTIN IMPRVMT	PFI	3	0	0	3	6	(3)
CORPORATE EXCELLENCE		SUBTOTAL		88	0	1	89	84	5
CORPORATE RELATIONS	CORPORATE COMMUNICATIONS	CORPORATE COMMUNICATIONS	PQC	9	1	0	10	11	(1)
CORPORATE RELATIONS	VP CORPORATE RELATIONS	VP CORPORATE RELATIONS	P1V	2	0	0	2	2	0
CORPORATE RELATIONS		SUBTOTAL		11	1	0	12	13	(1)
CUSTOMER SOLUTIONS	CUSTOMER TECH APPLICATIONS	CUSTOMER TECH APPLICATIONS	PSR	9	0	0	9	10	(1)
CUSTOMER SOLUTIONS	ENERGY SERVICES	ADMINISTRATION	PSA	3	0	0	3	2	1
CUSTOMER SOLUTIONS	ENERGY SERVICES	CUSTOMER EFFICIENCY PROGRAM	PSD**	9	0	0	9	10	(1)
CUSTOMER SOLUTIONS	ENERGY SERVICES	PRICING	PSP	4	0	0	4	5	(1)
CUSTOMER SOLUTIONS	FORECASTS & RESEARCH	FORECASTS & RESEARCH	PSM**	10	0	0	10	11	(1)
CUSTOMER SOLUTIONS	INTEGRATED RESOURCE PLNG	INTEGRATED RESOURCE PLANNING	PYP	5	0	0	5	4	1
CUSTOMER SOLUTIONS	MARKETING SERVICES	MARKETING SERVICES	PSN	12	0	0	12	12	0
CUSTOMER SOLUTIONS	VP CUSTOMER SOLUTIONS	CUSTOMER SOLUTIONS	P1W	2	0	0	2	0	2
CUSTOMER SOLUTIONS		SUBTOTAL		54	0	0	54	54	0
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	ADMINISTRATION	PDA	4	0	0	4	5	(1)
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	CONTROL SECTION	PDC	6	0	0	6	9	(3)
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	TRAINING SECTION	PDD	2	0	0	2	1	1
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	FIELD OPERATION	PDF	23	0	0	23	27	(4)
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	OPERATIONS	PDS*	13	0	0	13	166	(7)
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	UNDERGROUND	PDU*	26	0	0	26		
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	WEST OVERHEAD	PDJ*	52	0	0	52		
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	EAST OVERHEAD-KOOLAU	PDK*	25	0	0	25		
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	EAST OVERHEAD-WARD	PDL*	43	0	0	43		
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	PLANNING	PDP	19	0	0	19	11	8
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	VEGETATION MANAGEMENT	PDV	2	0	0	2	2	0
ENERGY DELIVERY	ENGINEERING	ADMINISTRATION	PBA	7	0	0	7	7	0
ENERGY DELIVERY	ENGINEERING	T&D ENGINEERING	PBE	21	0	2	23	21	2
ENERGY DELIVERY	ENGINEERING	PROJECT MANAGEMENT	PBP	6	0	0	6	8	(2)
ENERGY DELIVERY	ENGINEERING	STRUCTURAL	PBT	17	0	1	18	18	0
ENERGY DELIVERY	ENGINEERING	SUBST.PROTECTION&TELECOM	PBY	21	0	0	21	21	0
ENERGY DELIVERY	ENGINEERING	T&D TECHNICAL SERVICES	PBZ	9	0	0	9	12	(3)
ENERGY DELIVERY	SUPPORT SERVICES	ADMINISTRATION	PVA	5	0	0	5	5	0
ENERGY DELIVERY	SUPPORT SERVICES	FLEET	PVF	23	0	0	23	25	(2)
ENERGY DELIVERY	SUPPORT SERVICES	ELECTRICAL & WELDING SERVICES	PVL	13	0	0	13	13	0
ENERGY DELIVERY	SUPPORT SERVICES	MATERIALS MANAGEMENT	PVM	28	0	0	28	28	0
ENERGY DELIVERY	SUPPORT SERVICES	PURCHASING	PVP	11	0	0	11	10	1
ENERGY DELIVERY	SYSTEM OPERATION	ADMINISTRATION	PRA	6	0	0	6	6	0
ENERGY DELIVERY	SYSTEM OPERATION	COMMUNICATIONS	PRC	8	0	0	8	8	0
ENERGY DELIVERY	SYSTEM OPERATION	OPERATING DISPATCH	PRD	26	0	0	26	23	3
ENERGY DELIVERY	SYSTEM OPERATION	OPERATING ENGINEERING	PRE	10	0	1	11	13	(2)
ENERGY DELIVERY	SYSTEM OPERATION	INSTRUMENT & CONTROL	PRI	9	0	0	9	9	0
ENERGY DELIVERY	SYSTEM OPERATION	RELAY	PRR	10	0	0	10	10	0
ENERGY DELIVERY	SYSTEM OPERATION	SUBSTATION	PRS	38	0	0	38	37	1
ENERGY DELIVERY	SYSTEM OPERATION	CONSTRUCTION MANAGEMENT	PRX	3	0	0	3	3	0
ENERGY DELIVERY	VP ENERGY DELIVERY	VP ENERGY DELIVERY	P2V	2	0	0	2	3	(1)
ENERGY DELIVERY		SUBTOTAL		488	0	4	492	501	(9)
EXEC VP PUBLIC AFFAIRS	EXEC VP PUBLIC AFFAIRS	EXEC VP PUBLIC AFFAIRS	P9V	2	0	0	2	2	0
EXEC VP PUBLIC AFFAIRS	GOVERNMENTAL RELATIONS	GOVERNMENTAL RELATIONS	PNI	3	0	0	3	2	1
EXEC VP PUBLIC AFFAIRS		SUBTOTAL		5	0	0	5	4	1
GENERAL COUNSEL	LEGAL	LEGAL	PNC	11	0	0	11	11	0
GENERAL COUNSEL	LEGAL	LAND & RIGHTS OF WAY	PNL	5	0	0	5	5	0
GENERAL COUNSEL	VP GENERAL COUNSEL	VP-GENERAL COUNSEL	P5V	2	0	0	2	2	0
GENERAL COUNSEL		SUBTOTAL		18	0	0	18	18	0
GOVT & COMMUNITY AFFAIRS	EDUCATION & CONSUMER AFFAIRS	EDUCATION & CONSUMER AFFAIRS	PQE	8	0	0	8	7	1
GOVT & COMMUNITY AFFAIRS	REGULATORY AFFAIRS	REGULATORY AFFAIRS	PNP	7	0	0	7	7	0
GOVT & COMMUNITY AFFAIRS	VP GOVT & COMMUNITY AFFAIRS	VP GOVT & COMMUNITY AFFAIRS	P3V	7	0	0	7	5	2
GOVT & COMMUNITY AFFAIRS		SUBTOTAL		22	0	0	22	19	3
POWER SUPPLY	ENVIRONMENTAL	ADMINISTRATION	PJA	4	0	0	4	4	0
POWER SUPPLY	ENVIRONMENTAL	AIR QUALITY & NOISE	PJB	6	0	0	6	6	0

Hawaiian Electric Company, Inc.
August 31, 2005 Actual Employee Count vs Budget Employee Count

VICE PRESIDENT'S OFFICE	DEPARTMENT NAME	DIVISION NAME	ACTUAL EMPLOYEE COUNT					BUDGET	DIFF
			RA	FULL TIME	PART TIME	TEMP	TOTAL		
POWER SUPPLY	ENVIRONMENTAL	CHEMISTRY	PJC	6	0	1	7	7	0
POWER SUPPLY	ENVIRONMENTAL	WATER & HAZARDOUS MATERIAL	PJW	7	0	0	7	7	0
POWER SUPPLY	POWER SUPPLY ENGINEERING	ADMINISTRATION	PYA	3	0	0	3	3	0
POWER SUPPLY	POWER SUPPLY ENGINEERING	SUPPORT STAFF	PYC	2	0	0	2	2	0
POWER SUPPLY	POWER SUPPLY ENGINEERING	PS TECHNICAL SERVICES	PYE	8	0	0	8	9	(1)
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT ELECT ENGRG	PYF	11	0	0	11	8	3
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT DRAFTING	PYG	2	0	0	2	2	0
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT PROJECT MGT	PYJ	4	0	0	4	4	0
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT MECH ENGRG	PYM	13	0	0	13	9	4
POWER SUPPLY	POWER SUPPLY OPER & MAINT	O&M ADMINISTRATION	PIB	7	0	0	7	10	(3)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	HONOLULU STATION OPERATIONS	PIH	24	0	0	24	26	(2)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION OPERATIONS	PIK	56	0	0	56	58	(2)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION MAINTENANCE	PIL	30	0	0	30	38	(8)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	MAINTENANCE ADMINISTRATION	PIM	2	0	0	2	2	0
POWER SUPPLY	POWER SUPPLY OPER & MAINT	HONOLULU STATION MAINTENANCE	PIN	9	0	0	9	9	0
POWER SUPPLY	POWER SUPPLY OPER & MAINT	OPERATIONS ADMINISTRATION	PIO	3	0	0	3	1	2
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING	PIP	18	0	2	20	21	(1)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	62	0	0	62	74	(12)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	WAI'AU STATION OPERATIONS	PIW	62	0	0	62	62	0
POWER SUPPLY	POWER SUPPLY OPER & MAINT	WAI'AU STATION MAINTENANCE	PIX	26	0	0	26	37	(11)
POWER SUPPLY	POWER SUPPLY SERVICES	SERVICES ADMINISTRATION	PIA	5	0	0	5	5	0
POWER SUPPLY	POWER SUPPLY SERVICES	POWER PURCHASE	PIC	6	0	0	6	6	0
POWER SUPPLY	POWER SUPPLY SERVICES	FUEL RESOURCES	PIF	4	0	0	4	5	(1)
POWER SUPPLY	POWER SUPPLY SERVICES	GENERATION PLANNING	PYB	9	0	0	9	10	(1)
POWER SUPPLY	POWER SUPPLY SERVICES	TRANSMISSION PLANNING	PYT	7	0	0	7	8	(1)
POWER SUPPLY	VP POWER SUPPLY	VP POWER SUPPLY	P7V	2	0	0	2	2	0
POWER SUPPLY		SUBTOTAL		398	0	3	401	435	(34)
PRESIDENT - HECO	CORPORATE AUDIT & COMPLIANCE	INTERNAL AUDIT	PNA	6	0	0	6	6	0
PRESIDENT - HECO	CORPORATE AUDIT & COMPLIANCE	ADMINISTRATION	PNX	2	0	0	2	0	2
PRESIDENT - HECO	PRESIDENTS OFFICE	PRESIDENTS OFFICE	P9P	5	0	0	5	3	2
PRESIDENT - HECO		SUBTOTAL		13	0	0	13	9	4
SPECIAL PROJECTS	VP SPECIAL PROJECTS	VP SPECIAL PROJECTS	P2W	3	0	0	3	0	3
SPECIAL PROJECTS		SUBTOTAL		3	0	0	3	0	3
SR VP ENERGY SOLUTIONS	CUSTOMER INSTALLATION	ADMINISTRATION	PWA	11	0	0	11	10	1
SR VP ENERGY SOLUTIONS	CUSTOMER INSTALLATION	PLANNING & DESIGN	PWP	21	0	0	21	27	(6)
SR VP ENERGY SOLUTIONS	CUSTOMER INSTALLATION	ENGINEERING & METER	PWX	12	0	0	12	11	1
SR VP ENERGY SOLUTIONS	ENERGY PROJECTS	ENERGY PROJECTS	PNG	9	0	0	9	8	1
SR VP ENERGY SOLUTIONS	SR VP ENERGY SOLUTIONS	SR VP ENERGY SOLUTIONS	P9S	4	0	0	4	4	0
SR VP ENERGY SOLUTIONS	TECHNOLOGY	TECHNOLOGY	PNR	2	0	1	3	2	1
SR VP ENERGY SOLUTIONS		SUBTOTAL		59	0	1	60	62	(2)
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	ADMINISTRATION	PAA	7	0	0	7	5	2
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	CORPORATE ACCOUNTING	PAC	5	0	0	5	5	0
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	COST ACCOUNTING	PAD	10	0	0	10	10	0
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	PROPERTY ACCOUNTING	PAT	5	0	0	5	6	(1)
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	ADMINISTRATION	PEA	2	0	0	2	2	0
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	CUSTOMER CARE	PEC	24	0	1	25	20	5
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	DEVELOPMENT SERVICES	PED	37	0	0	37	35	2
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	INFRASTRUCTURE & OPERATIONS	PEI	23	0	0	23	28	(5)
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	MAILING SERVICES	PEM	10	0	0	10	9	1
SR VP FINANCE & ADMIN	MANAGEMENT ACCTG & FIN SVCS	ADMINISTRATION	PKB	4	0	0	4	4	0
SR VP FINANCE & ADMIN	MANAGEMENT ACCTG & FIN SVCS	BUDGETS	PKC	6	0	0	6	7	(1)
SR VP FINANCE & ADMIN	MANAGEMENT ACCTG & FIN SVCS	FINANCIAL ANALYSIS	PKF	3	0	0	3	3	0
SR VP FINANCE & ADMIN	MANAGEMENT ACCTG & FIN SVCS	ERP ADMINISTRATION	PKM	3	0	0	3	3	0
SR VP FINANCE & ADMIN	MANAGEMENT ACCTG & FIN SVCS	TREASURY	PKT	5	0	0	5	5	0
SR VP FINANCE & ADMIN	RISK MANAGEMENT	RISK MANAGEMENT	PKI	9	0	0	9	9	0
SR VP FINANCE & ADMIN	SR VP FINANCE & ADMIN	SR VP FINANCE & ADMIN	P4V	3	0	0	3	3	0
SR VP FINANCE & ADMIN		SUBTOTAL		156	0	1	157	154	3
SR VP OPERATIONS	CUSTOMER SERVICE	ADMINISTRATION	PCA	4	0	0	4	5	(1)
SR VP OPERATIONS	CUSTOMER SERVICE	CUST ACCOUNTING & BILLING	PCB	6	0	0	6	8	(2)
SR VP OPERATIONS	CUSTOMER SERVICE	CREDIT	PCD	5	0	0	5	3	2
SR VP OPERATIONS	CUSTOMER SERVICE	CUSTOMER FIELD SERVICES	PCF	5	0	0	5	4	1
SR VP OPERATIONS	CUSTOMER SERVICE	FIELD SERVICE & COLLECTIONS	PCG	27	0	0	27	25	2
SR VP OPERATIONS	CUSTOMER SERVICE	CUSTOMER ASSISTANCE CENTER	PCH	30	0	0	30	31	(1)
SR VP OPERATIONS	CUSTOMER SERVICE	METER READING	PCM	34	0	0	34	35	(1)
SR VP OPERATIONS	CUSTOMER SERVICE	PAYMT PROCESS & SUPPORT CTR	PCP	16	0	0	16	20	(4)
SR VP OPERATIONS	CUSTOMER SERVICE	CUSTOMER ACCOUNT SERVICES	PCS	4	0	0	4	3	1
SR VP OPERATIONS	SR VP OPERATIONS	SR VP OPERATIONS	P8V	2	0	0	2	2	0
SR VP OPERATIONS		SUBTOTAL		133	0	0	133	136	(3)
		COMPANY TOTAL		1448	1	10	1459	1489	(30)

*Forecast Budget count for RA PDS includes RA's PDJ, PDK, PDL & PDU.

**Employee Counts have been adjusted to exclude employees covered under the DSM surcharge adjustment docket.

Hawaiian Electric Company, Inc.
September 30, 2005 Actual Employee Count vs Budget Employee Count

VICE PRESIDENT'S OFFICE	DEPARTMENT	DIVISION	RA	ACTUAL EMPLOYEE COUNT				BUDGET	DIFF
				FULL TIME	PART TIME	TEMP	TOTAL		
CORPORATE EXCELLENCE	COMPENSATION AND BENEFITS	EMPL BENEFITS & HLTH SVCS	PFB	8	0	0	8	9	(1)
CORPORATE EXCELLENCE	COMPENSATION AND BENEFITS	COMPENSATION	PFC	2	0	0	2	2	
CORPORATE EXCELLENCE	COMPENSATION AND BENEFITS	DISABILITY MANAGEMENT	PPW	3	0	0	3	3	
CORPORATE EXCELLENCE	INDUSTRIAL RELATIONS	ADMINISTRATION	PPA	3	0	0	3	3	
CORPORATE EXCELLENCE	INDUSTRIAL RELATIONS	LABOR REL & WAGE ADMIN	PPI	6	0	0	6	6	
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	CORPORATE SAFETY	PFS	11	0	0	11	11	
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	ADMINISTRATION	PHA	2	0	0	2	2	
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	FACILITIES OPERATIONS	PHB	14	0	0	14	15	(1)
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	FACILITIES PLANNING	PHF	6	0	0	6	5	1
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	SECURITY	PHS	14	0	0	14	10	4
CORPORATE EXCELLENCE	VP CORPORATE EXCELLENCE	VP CORPORATE EXCELLENCE	P6V	2	0	0	2	2	
CORPORATE EXCELLENCE	WORKFORCE STAFFING & DEVELOP	ADMINISTRATION	PFA	4	0	0	4	5	(1)
CORPORATE EXCELLENCE	WORKFORCE STAFFING & DEVELOP	CLIENT SERVICES & CONSULTING	PFD	9	0	0	9	5	4
CORPORATE EXCELLENCE	WORKFORCE STAFFING & DEVELOP	ORGANIZ DEV & CONTIN IMPRVMT	PFI	3	0	0	3	6	(3)
CORPORATE EXCELLENCE		SUBTOTAL		87	0	0	87	84	3
CORPORATE RELATIONS	CORPORATE COMMUNICATIONS	CORPORATE COMMUNICATIONS	PQC	9	1	0	10	11	(1)
CORPORATE RELATIONS	VP CORPORATE RELATIONS	VP CORPORATE RELATIONS	P1V	2	0	0	2	2	
CORPORATE RELATIONS		SUBTOTAL		11	1	0	12	13	(1)
CUSTOMER SOLUTIONS	CUSTOMER TECH APPLICATIONS	CUSTOMER TECH APPLICATIONS	PSR	8	0	0	8	10	(2)
CUSTOMER SOLUTIONS	ENERGY SERVICES	ADMINISTRATION	PSA	3	0	0	3	2	1
CUSTOMER SOLUTIONS	ENERGY SERVICES	CUSTOMER EFFICIENCY PROGRAM	PSD**	9	0	0	9	10	(1)
CUSTOMER SOLUTIONS	ENERGY SERVICES	PRICING	PSP	4	0	0	4	5	(1)
CUSTOMER SOLUTIONS	FORECASTS & RESEARCH	FORECASTS & RESEARCH	PSM**	10	0	0	10	11	(1)
CUSTOMER SOLUTIONS	INTEGRATED RESOURCE PLNG	INTEGRATED RESOURCE PLANNING	PYP	5	0	0	5	4	1
CUSTOMER SOLUTIONS	MARKETING SERVICES	MARKETING SERVICES	PSN	12	0	0	12	12	
CUSTOMER SOLUTIONS	VP CUSTOMER SOLUTIONS	CUSTOMER SOLUTIONS	P1W	2	0	0	2	0	2
CUSTOMER SOLUTIONS		SUBTOTAL		53	0	0	53	54	(1)
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	ADMINISTRATION	PDA	5	0	0	5	5	
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	CONTROL SECTION	PDC	6	0	0	6	9	(3)
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	TRAINING SECTION	PDD	4	0	0	4	1	3
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	FIELD OPERATION	PDF	24	0	0	24	27	(3)
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	WEST OVERHEAD	PDJ*	51	0	0	51		
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	EAST OVERHEAD-KOOLAU	PDK*	25	0	0	25		
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	EAST OVERHEAD-WARD	PDL*	44	0	0	44		
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	UNDERGROUND	PDU*	26	0	0	26		
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	OPERATIONS	PDS*	13	0	0	13	166	(7)
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	PLANNING	PDP	19	0	0	19	11	8
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	VEGETATION MANAGEMENT	PDV	2	0	0	2	2	
ENERGY DELIVERY	ENGINEERING	ADMINISTRATION	PBA	7	0	0	7	7	
ENERGY DELIVERY	ENGINEERING	T&D ENGINEERING	PBE	21	0	1	22	21	1
ENERGY DELIVERY	ENGINEERING	PROJECT MANAGEMENT	PBP	6	0	0	6	8	(2)
ENERGY DELIVERY	ENGINEERING	STRUCTURAL	PBT	18	0	1	19	18	1
ENERGY DELIVERY	ENGINEERING	SUBST, PROTECTION & TELECOM	PBY	21	0	2	23	21	2
ENERGY DELIVERY	ENGINEERING	T&D TECHNICAL SERVICES	PBZ	9	0	0	9	12	(3)
ENERGY DELIVERY	SUPPORT SERVICES	ADMINISTRATION	PVA	5	0	0	5	5	
ENERGY DELIVERY	SUPPORT SERVICES	FLEET	PVF	22	0	0	22	25	(3)
ENERGY DELIVERY	SUPPORT SERVICES	ELECTRICAL & WELDING SERVICES	PVL	13	0	0	13	13	
ENERGY DELIVERY	SUPPORT SERVICES	MATERIALS MANAGEMENT	PVM	28	0	0	28	28	
ENERGY DELIVERY	SUPPORT SERVICES	PURCHASING	PVP	11	0	0	11	10	1
ENERGY DELIVERY	SYSTEM OPERATION	ADMINISTRATION	PRA	6	0	0	6	6	
ENERGY DELIVERY	SYSTEM OPERATION	COMMUNICATIONS	PRC	8	0	0	8	8	
ENERGY DELIVERY	SYSTEM OPERATION	OPERATING DISPATCH	PRD	26	0	0	26	23	3
ENERGY DELIVERY	SYSTEM OPERATION	OPERATING ENGINEERING	PRE	11	0	1	12	13	(1)
ENERGY DELIVERY	SYSTEM OPERATION	INSTRUMENT & CONTROL	PRI	9	0	0	9	9	
ENERGY DELIVERY	SYSTEM OPERATION	RELAY	PRR	10	0	0	10	10	
ENERGY DELIVERY	SYSTEM OPERATION	SUBSTATION	PRS	38	0	0	38	37	1
ENERGY DELIVERY	SYSTEM OPERATION	CONSTRUCTION MANAGEMENT	PRX	3	0	0	3	3	
ENERGY DELIVERY	VP ENERGY DELIVERY	VP ENERGY DELIVERY	P2V	2	0	0	2	3	(1)
ENERGY DELIVERY		SUBTOTAL		493	0	5	498	501	(3)
FINANCE	FINANCIAL VICE PRESIDENT	FINANCIAL VICE PRESIDENT	P4V	3	0	0	3	3	
FINANCE	GENERAL ACCOUNTING	ADMINISTRATION	PAA	6	0	0	6	5	1
FINANCE	GENERAL ACCOUNTING	CORPORATE ACCOUNTING	PAC	5	0	0	5	5	
FINANCE	GENERAL ACCOUNTING	COST ACCOUNTING	PAD	10	0	0	10	10	
FINANCE	GENERAL ACCOUNTING	PROPERTY ACCOUNTING	PAT	5	0	0	5	6	(1)
FINANCE	INFO TECHNOLOGY & SVCS	ADMINISTRATION	PEA	2	0	0	2	2	
FINANCE	INFO TECHNOLOGY & SVCS	CUSTOMER CARE	PEC	25	0	1	26	20	6
FINANCE	INFO TECHNOLOGY & SVCS	DEVELOPMENT SERVICES	PED	36	0	0	36	35	1
FINANCE	INFO TECHNOLOGY & SVCS	INFRASTRUCTURE & OPERATIONS	PEI	23	0	0	23	28	(5)
FINANCE	INFO TECHNOLOGY & SVCS	MAILING SERVICES	PEM	9	0	0	9	9	
FINANCE	MANAGEMENT ACCTG & FIN SVCS	ADMINISTRATION	PKB	4	0	0	4	4	
FINANCE	MANAGEMENT ACCTG & FIN SVCS	BUDGETS	PKC	6	0	0	6	7	(1)
FINANCE	MANAGEMENT ACCTG & FIN SVCS	FINANCIAL ANALYSIS	PKF	3	0	0	3	3	
FINANCE	MANAGEMENT ACCTG & FIN SVCS	ERP ADMINISTRATION	PKM	3	0	0	3	3	
FINANCE	MANAGEMENT ACCTG & FIN SVCS	TREASURY	PKT	5	0	0	5	5	
FINANCE	RISK MANAGEMENT	RISK MANAGEMENT	PKI	9	0	0	9	9	

Hawaiian Electric Company, Inc.
September 30, 2005 Actual Employee Count vs Budget Employee Count

VICE PRESIDENT'S OFFICE	DEPARTMENT	DIVISION	RA	ACTUAL EMPLOYEE COUNT				BUDGET	DIFF
				FULL TIME	PART TIME	TEMP	TOTAL		
FINANCE		SUBTOTAL		154	0	1	155	154	1
GENERAL COUNSEL	LEGAL	LEGAL	PNC	11	0	0	11	11	
GENERAL COUNSEL	LEGAL	LAND & RIGHTS OF WAY	PNL	5	0	0	5	5	
GENERAL COUNSEL	VP GENERAL COUNSEL	VP-GENERAL COUNSEL	P5V	2	0	0	2	2	
GENERAL COUNSEL		SUBTOTAL		18	0	0	18	18	0
GOVT & COMMUNITY AFFAIRS	EDUCATION & CONSUMER AFFAIRS	EDUCATION & CONSUMER AFFAIRS	PQE	8	0	0	8	7	1
GOVT & COMMUNITY AFFAIRS	REGULATORY AFFAIRS	REGULATORY AFFAIRS	PNP	7	0	0	7	7	
GOVT & COMMUNITY AFFAIRS	VP GOVT & COMMUNITY AFFAIRS	VP GOVT & COMMUNITY AFFAIRS	P3V	7	0	0	7	5	2
GOVT & COMMUNITY AFFAIRS		SUBTOTAL		22	0	0	22	19	3
POWER SUPPLY	ENVIRONMENTAL	ADMINISTRATION	PJA	4	0	0	4	4	
POWER SUPPLY	ENVIRONMENTAL	AIR QUALITY & NOISE	PJB	5	0	0	5	6	(1)
POWER SUPPLY	ENVIRONMENTAL	CHEMISTRY	PJC	6	0	1	7	7	
POWER SUPPLY	ENVIRONMENTAL	WATER & HAZARDOUS MATERIAL	PJW	7	0	0	7	7	
POWER SUPPLY	POWER SUPPLY ENGINEERING	ADMINISTRATION	PYA	3	0	0	3	3	
POWER SUPPLY	POWER SUPPLY ENGINEERING	SUPPORT STAFF	PYC	2	0	0	2	2	
POWER SUPPLY	POWER SUPPLY ENGINEERING	PS TECHNICAL SERVICES	PYE	8	0	0	8	9	(1)
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT ELECT ENGRG	PYF	10	0	0	10	8	2
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT DRAFTING	PYG	2	0	0	2	2	
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT PROJECT MGT	PYJ	5	0	0	5	4	1
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWR PLANT MECH ENGRG	PYM	12	0	0	12	9	3
POWER SUPPLY	POWER SUPPLY OPER & MAINT	O&M ADMINISTRATION	PIB	7	0	0	7	10	(3)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	HONOLULU STATION OPERATIONS	PIH	24	0	0	24	26	(2)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION OPERATIONS	PIK	60	0	0	60	58	2
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION MAINTENANCE	PIL	29	0	0	29	38	(9)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	MAINTENANCE ADMINISTRATION	PIM	2	0	0	2	2	
POWER SUPPLY	POWER SUPPLY OPER & MAINT	HONOLULU STATION MAINTENANCE	PIN	9	0	0	9	9	
POWER SUPPLY	POWER SUPPLY OPER & MAINT	OPERATIONS ADMINISTRATION	PIO	3	0	0	3	1	2
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING	PIP	17	0	0	17	21	(4)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	65	0	0	65	74	(9)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	WAI'AU STATION OPERATIONS	PIW	65	0	0	65	62	3
POWER SUPPLY	POWER SUPPLY OPER & MAINT	WAI'AU STATION MAINTENANCE	PIX	26	0	0	26	37	(11)
POWER SUPPLY	POWER SUPPLY SERVICES	SERVICES ADMINISTRATION	PIA	5	0	0	5	5	
POWER SUPPLY	POWER SUPPLY SERVICES	POWER PURCHASE	PIC	6	0	0	6	6	
POWER SUPPLY	POWER SUPPLY SERVICES	FUEL RESOURCES	PIF	4	0	0	4	5	(1)
POWER SUPPLY	POWER SUPPLY SERVICES	GENERATION PLANNING	PYB	9	0	0	9	10	(1)
POWER SUPPLY	POWER SUPPLY SERVICES	TRANSMISSION PLANNING	PYT	7	0	0	7	8	(1)
POWER SUPPLY	VP POWER SUPPLY	VP POWER SUPPLY	P7V	2	0	0	2	2	
POWER SUPPLY		SUBTOTAL		404	0	1	405	435	(30)
PRESIDENT - HECO	CORPORATE AUDIT & COMPLIANCE	INTERNAL AUDIT	PNA	8	0	0	8	6	2
PRESIDENT - HECO	CORPORATE AUDIT & COMPLIANCE	ADMINISTRATION	PNX	2	0	0	2		2
PRESIDENT - HECO	PRESIDENTS OFFICE	PRESIDENTS OFFICE	P9P	5	0	0	5	3	2
PRESIDENT - HECO		SUBTOTAL		15	0	0	15	9	6
SPECIAL PROJECTS	VP SPECIAL PROJECTS	VP SPECIAL PROJECTS	P2W	3	0	0	3	0	3
SPECIAL PROJECTS		SUBTOTAL		3	0	0	3	0	3
SR VP ENERGY SOLUTIONS	CUSTOMER INSTALLATION	ADMINISTRATION	PWA	11	0	0	11	10	1
SR VP ENERGY SOLUTIONS	CUSTOMER INSTALLATION	PLANNING & DESIGN	PWP	23	0	0	23	27	(4)
SR VP ENERGY SOLUTIONS	CUSTOMER INSTALLATION	ENGINEERING & METER	PWX	12	0	0	12	11	1
SR VP ENERGY SOLUTIONS	ENERGY PROJECTS	ENERGY PROJECTS	PNG	9	0	0	9	8	1
SR VP ENERGY SOLUTIONS	SR VP ENERGY SOLUTIONS	SR VP ENERGY SOLUTIONS	P9S	4	0	0	4	4	
SR VP ENERGY SOLUTIONS	TECHNOLOGY	TECHNOLOGY	PNR	2	0	1	3	2	1
SR VP ENERGY SOLUTIONS		SUBTOTAL		61	0	1	62	62	0
SR VP OPERATIONS	CUSTOMER SERVICE	ADMINISTRATION	PCA	4	0	0	4	5	(1)
SR VP OPERATIONS	CUSTOMER SERVICE	CUST ACCOUNTING & BILLING	PCB	6	0	0	6	8	(2)
SR VP OPERATIONS	CUSTOMER SERVICE	CREDIT	PCD	5	0	0	5	3	2
SR VP OPERATIONS	CUSTOMER SERVICE	CUSTOMER FIELD SERVICES	PCF	5	0	0	5	4	1
SR VP OPERATIONS	CUSTOMER SERVICE	FIELD SERVICE & COLLECTIONS	PCG	27	0	0	27	25	2
SR VP OPERATIONS	CUSTOMER SERVICE	CUSTOMER ASSISTANCE CENTER	PCH	30	0	0	30	31	(1)
SR VP OPERATIONS	CUSTOMER SERVICE	METER READING	PCM	32	0	0	32	35	(3)
SR VP OPERATIONS	CUSTOMER SERVICE	PAYMT PROCESS & SUPPORT CTR	PCP	16	0	0	16	20	(4)
SR VP OPERATIONS	CUSTOMER SERVICE	CUSTOMER ACCOUNT SERVICES	PCS	4	0	0	4	3	1
SR VP OPERATIONS	SR VP OPERATIONS	SR VP OPERATIONS	P8V	2	0	0	2	2	
SR VP OPERATIONS		SUBTOTAL		131	0	0	131	136	(5)
SR VP PUBLIC AFFAIRS	GOVERNMENTAL RELATIONS	GOVERNMENTAL RELATIONS	PNI	2	0	0	2	2	
SR VP PUBLIC AFFAIRS	SR VP PUBLIC AFFAIRS	SR VP PUBLIC AFFAIRS	P9V	2	0	0	2	2	
SR VP PUBLIC AFFAIRS		SUBTOTAL		4	0	0	4	4	0
		COMPANY TOTAL		1456	1	8	1465	1489	(24)

*Forecast Budget count for RA PDS includes RA's PDJ, PDK, PDL & PDU.

**Employee Counts have been adjusted to exclude employees covered under the DSM surcharge adjustment docket.

Hawaiian Electric Company, Inc.
October, 2005 Actual Employee Count vs Budget Employee Count

VICE PRESIDENT'S OFFICE	DEPARTMENT NAME	DIVISION NAME	ACTUAL EMPLOYEE COUNT					BUDGET	DIFF
			RA	FULL TIME	PART TIME	TEMP	TOTAL		
CORPORATE EXCELLENCE	COMPENSATION AND BENEFITS	EMPL BENEFITS & HLTH SVCS	PFB	8	0	0	8	9	(1)
CORPORATE EXCELLENCE	COMPENSATION AND BENEFITS	COMPENSATION	PFC	2	0	0	2	2	0
CORPORATE EXCELLENCE	COMPENSATION AND BENEFITS	WORKERS COMPENSATION	PPW	3	0	0	3	3	0
CORPORATE EXCELLENCE	INDUSTRIAL RELATIONS	ADMINISTRATION	PPA	3	0	0	3	3	0
CORPORATE EXCELLENCE	INDUSTRIAL RELATIONS	LABOR REL & WAGE ADMIN	PPI	6	0	0	6	6	0
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	CORPORATE SAFETY	PFS	11	0	0	11	11	0
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	ADMINISTRATION	PHA	2	0	0	2	2	0
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	FACILITIES OPERATIONS	PHB	15	0	0	15	15	0
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	FACILITIES PLANNING	PHF	6	0	0	6	5	1
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	SECURITY	PHS	12	0	0	12	10	2
CORPORATE EXCELLENCE	VP CORPORATE EXCELLENCE	VP CORPORATE EXCELLENCE	P6V	2	0	0	2	2	0
CORPORATE EXCELLENCE	WORKFORCE STAFFING & DEVELOP	ADMINISTRATION	PFA	4	0	0	4	5	(1)
CORPORATE EXCELLENCE	WORKFORCE STAFFING & DEVELOP	CLIENT SERVICES & CONSULTING	PFD	9	0	0	9	5	4
CORPORATE EXCELLENCE	WORKFORCE STAFFING & DEVELOP	ORGANIZ DEV & CONTIN IMPRVMT	PFI	3	0	0	3	6	(3)
CORPORATE EXCELLENCE		SUBTOTAL		86	0	0	86	84	2
CORPORATE RELATIONS	CORPORATE COMMUNICATIONS	CORPORATE COMMUNICATIONS	PQC	9	1	0	10	11	(1)
CORPORATE RELATIONS	VP CORPORATE RELATIONS	VP CORPORATE RELATIONS	P1V	2	0	0	2	2	0
CORPORATE RELATIONS		SUBTOTAL		11	1	0	12	13	(1)
CUSTOMER SOLUTIONS	CUSTOMER TECH APPLICATIONS	CUSTOMER TECH APPLICATIONS	PSR	8	0	0	8	10	(2)
CUSTOMER SOLUTIONS	ENERGY SERVICES	ADMINISTRATION	PSA	3	0	0	3	2	1
CUSTOMER SOLUTIONS	ENERGY SERVICES	CUSTOMER EFFICIENCY PROGRAM	PSD**	9	0	0	9	10	(1)
CUSTOMER SOLUTIONS	ENERGY SERVICES	PRICING	PSP	4	0	0	4	5	(1)
CUSTOMER SOLUTIONS	FORECASTS & RESEARCH	FORECASTS & RESEARCH	PSM**	10	0	0	10	11	(1)
CUSTOMER SOLUTIONS	INTEGRATED RESOURCE PLNG	INTEGRATED RESOURCE PLANNING	PYP	5	0	0	5	4	1
CUSTOMER SOLUTIONS	MARKETING SERVICES	MARKETING SERVICES	PSN	12	0	0	12	12	0
CUSTOMER SOLUTIONS	VP CUSTOMER SOLUTIONS	CUSTOMER SOLUTIONS	P1W	2	0	0	2	0	2
CUSTOMER SOLUTIONS		SUBTOTAL		53	0	0	53	54	(1)
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	ADMINISTRATION	PDA	5	0	0	5	5	0
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	CONTROL SECTION	PDC	6	0	0	6	9	(3)
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	TRAINING SECTION	PDD	5	0	0	5	1	4
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	FIELD OPERATION	PDF	23	0	0	23	27	(4)
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	OPERATIONS	PDS*	13	0	0	13	166	(6)
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	UNDERGROUND	PDU*	26	0	0	26		
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	WEST OVERHEAD	PDJ*	52	0	0	52		
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	EAST OVERHEAD-KOOLAU	PDK*	25	0	0	25		
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	EAST OVERHEAD-WARD	PDL*	44	0	0	44		
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	PLANNING	PDP	19	0	0	19	11	8
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	VEGETATION MANAGEMENT	PDV	2	0	0	2	2	0
ENERGY DELIVERY	ENGINEERING	ADMINISTRATION	PBA	7	0	0	7	7	0
ENERGY DELIVERY	ENGINEERING	T&D ENGINEERING	PBE	21	0	1	22	21	1
ENERGY DELIVERY	ENGINEERING	PROJECT MANAGEMENT	PBP	6	0	0	6	8	(2)
ENERGY DELIVERY	ENGINEERING	STRUCTURAL	PBT	18	0	1	19	18	1
ENERGY DELIVERY	ENGINEERING	SUBST.PROTECTION&TELECOM	PBY	19	0	2	21	21	0
ENERGY DELIVERY	ENGINEERING	T&D TECHNICAL SERVICES	PBZ	9	0	0	9	12	(3)
ENERGY DELIVERY	SUPPORT SERVICES	ADMINISTRATION	PVA	5	0	0	5	5	0
ENERGY DELIVERY	SUPPORT SERVICES	FLEET	PVF	22	0	0	22	25	(3)
ENERGY DELIVERY	SUPPORT SERVICES	ELECTRICAL & WELDING SERVICES	PVL	13	0	0	13	13	0
ENERGY DELIVERY	SUPPORT SERVICES	MATERIALS MANAGEMENT	PVM	28	0	0	28	28	0
ENERGY DELIVERY	SUPPORT SERVICES	PURCHASING	PVP	11	0	0	11	10	1
ENERGY DELIVERY	SYSTEM OPERATION	ADMINISTRATION	PRA	6	0	0	6	6	0
ENERGY DELIVERY	SYSTEM OPERATION	COMMUNICATIONS	PRC	8	0	0	8	8	0
ENERGY DELIVERY	SYSTEM OPERATION	OPERATING DISPATCH	PRD	26	0	0	26	23	3
ENERGY DELIVERY	SYSTEM OPERATION	OPERATING ENGINEERING	PRE	12	0	1	13	13	0
ENERGY DELIVERY	SYSTEM OPERATION	INSTRUMENT & CONTROL	PRI	9	0	0	9	9	0
ENERGY DELIVERY	SYSTEM OPERATION	RELAY	PRR	10	0	0	10	10	0
ENERGY DELIVERY	SYSTEM OPERATION	SUBSTATION	PRS	38	0	0	38	37	1
ENERGY DELIVERY	SYSTEM OPERATION	CONSTRUCTION MANAGEMENT	PRX	3	0	0	3	3	0
ENERGY DELIVERY	VP ENERGY DELIVERY	VP ENERGY DELIVERY	P2V	2	0	0	2	3	(1)
ENERGY DELIVERY		SUBTOTAL		493	0	5	498	501	(3)
EXEC VP PUBLIC AFFAIRS	EXEC VP PUBLIC AFFAIRS	EXEC VP PUBLIC AFFAIRS	P9V	2	0	0	2	2	0
EXEC VP PUBLIC AFFAIRS	GOVERNMENTAL RELATIONS	GOVERNMENTAL RELATIONS	PNI	3	0	0	3	2	1
EXEC VP PUBLIC AFFAIRS		SUBTOTAL		5	0	0	5	4	1
GENERAL COUNSEL	LEGAL	LEGAL	PNC	11	0	0	11	11	0
GENERAL COUNSEL	LEGAL	LAND & RIGHTS OF WAY	PNL	5	0	0	5	5	0
GENERAL COUNSEL	VP GENERAL COUNSEL	VP-GENERAL COUNSEL	P5V	2	0	0	2	2	0
GENERAL COUNSEL		SUBTOTAL		18	0	0	18	18	0
GOVT & COMMUNITY AFFAIRS	EDUCATION & CONSUMER AFFAIRS	EDUCATION & CONSUMER AFFAIRS	PQE	8	0	0	8	7	1
GOVT & COMMUNITY AFFAIRS	REGULATORY AFFAIRS	REGULATORY AFFAIRS	PNP	7	0	0	7	7	0
GOVT & COMMUNITY AFFAIRS	VP GOVT & COMMUNITY AFFAIRS	VP GOVT & COMMUNITY AFFAIRS	P3V	7	0	0	7	5	2
GOVT & COMMUNITY AFFAIRS		SUBTOTAL		22	0	0	22	19	3
POWER SUPPLY	ENVIRONMENTAL	ADMINISTRATION	PJA	4	0	0	4	4	0
POWER SUPPLY	ENVIRONMENTAL	AIR QUALITY & NOISE	PJB	5	0	0	5	6	(1)

Hawaiian Electric Company, Inc.
October, 2005 Actual Employee Count vs Budget Employee Count

VICE PRESIDENT'S OFFICE	DEPARTMENT NAME	DIVISION NAME	ACTUAL EMPLOYEE COUNT					BUDGET	DIFF
			RA	FULL TIME	PART TIME	TEMP	TOTAL		
POWER SUPPLY	ENVIRONMENTAL	CHEMISTRY	PJC	6	0	1	7	7	0
POWER SUPPLY	ENVIRONMENTAL	WATER & HAZARDOUS MATERIAL	PJW	7	0	0	7	7	0
POWER SUPPLY	POWER SUPPLY ENGINEERING	ADMINISTRATION	PYA	3	0	0	3	3	0
POWER SUPPLY	POWER SUPPLY ENGINEERING	SUPPORT STAFF	PYC	2	0	0	2	2	0
POWER SUPPLY	POWER SUPPLY ENGINEERING	PS TECHNICAL SERVICES	PYE	8	0	0	8	9	(1)
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT ELECT ENGRG	PYF	10	0	0	10	8	2
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT DRAFTING	PYG	2	0	0	2	2	0
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT PROJECT MGT	PYJ	5	0	0	5	4	1
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT MECH ENGRG	PYM	13	0	0	13	9	4
POWER SUPPLY	POWER SUPPLY OPER & MAINT	O&M ADMINISTRATION	PIB	7	0	0	7	10	(3)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	HONOLULU STATION OPERATIONS	PIH	25	0	0	25	26	(1)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION OPERATIONS	PIK	59	0	0	59	58	1
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION MAINTENANCE	PIL	29	0	0	29	38	(9)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	MAINTENANCE ADMINISTRATION	PIM	2	0	0	2	2	0
POWER SUPPLY	POWER SUPPLY OPER & MAINT	HONOLULU STATION MAINTENANCE	PIN	9	0	0	9	9	0
POWER SUPPLY	POWER SUPPLY OPER & MAINT	OPERATIONS ADMINISTRATION	PIO	3	0	0	3	1	2
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING	PIP	17	0	1	18	21	(3)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	68	0	0	68	74	(6)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	WAI'AU STATION OPERATIONS	PIW	63	0	0	63	62	1
POWER SUPPLY	POWER SUPPLY OPER & MAINT	WAI'AU STATION MAINTENANCE	PIX	25	0	0	25	37	(12)
POWER SUPPLY	POWER SUPPLY SERVICES	SERVICES ADMINISTRATION	PIA	5	0	0	5	5	0
POWER SUPPLY	POWER SUPPLY SERVICES	POWER PURCHASE	PIC	6	0	0	6	6	0
POWER SUPPLY	POWER SUPPLY SERVICES	FUEL RESOURCES	PIF	4	0	0	4	5	(1)
POWER SUPPLY	POWER SUPPLY SERVICES	GENERATION PLANNING	PYB	9	0	0	9	10	(1)
POWER SUPPLY	POWER SUPPLY SERVICES	TRANSMISSION PLANNING	PYT	7	0	0	7	8	(1)
POWER SUPPLY	VP POWER SUPPLY	VP POWER SUPPLY	P7V	2	0	0	2	2	0
POWER SUPPLY		SUBTOTAL		405	0	2	407	435	(28)
PRESIDENT - HECO	CORPORATE AUDIT & COMPLIANCE	INTERNAL AUDIT	PNA	7	0	0	7	6	1
PRESIDENT - HECO	CORPORATE AUDIT & COMPLIANCE	ADMINISTRATION	PNX	2	0	0	2	0	2
PRESIDENT - HECO	PRESIDENTS OFFICE	PRESIDENTS OFFICE	P9P	5	0	0	5	3	2
PRESIDENT - HECO		SUBTOTAL		14	0	0	14	9	5
SPECIAL PROJECTS	VP SPECIAL PROJECTS	VP SPECIAL PROJECTS	P2W	3	0	0	3	0	3
SPECIAL PROJECTS		SUBTOTAL		3	0	0	3	0	3
SR VP ENERGY SOLUTIONS	CUSTOMER INSTALLATION	ADMINISTRATION	PWA	11	0	0	11	10	1
SR VP ENERGY SOLUTIONS	CUSTOMER INSTALLATION	PLANNING & DESIGN	PWP	24	0	0	24	26	(2)
SR VP ENERGY SOLUTIONS	CUSTOMER INSTALLATION	ENGINEERING & METER	PWX	13	0	0	13	11	2
SR VP ENERGY SOLUTIONS	ENERGY PROJECTS	ENERGY PROJECTS	PNG	9	0	0	9	8	1
SR VP ENERGY SOLUTIONS	SR VP ENERGY SOLUTIONS	SR VP ENERGY SOLUTIONS	P9S	4	0	0	4	4	0
SR VP ENERGY SOLUTIONS	TECHNOLOGY	TECHNOLOGY	PNR	2	0	1	3	2	1
SR VP ENERGY SOLUTIONS		SUBTOTAL		63	0	1	64	61	3
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	ADMINISTRATION	PAA	6	0	0	6	5	1
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	CORPORATE ACCOUNTING	PAC	5	0	0	5	5	0
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	COST ACCOUNTING	PAD	10	0	0	10	10	0
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	PROPERTY ACCOUNTING	PAT	5	0	0	5	6	(1)
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	ADMINISTRATION	PEA	2	0	0	2	2	0
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	CUSTOMER CARE	PEC	24	0	0	24	20	4
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	DEVELOPMENT SERVICES	PED	36	0	0	36	35	1
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	INFRASTRUCTURE & OPERATIONS	PEI	24	0	0	24	28	(4)
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	MAILING SERVICES	PEM	9	0	0	9	9	0
SR VP FINANCE & ADMIN	MANAGEMENT ACCTG & FIN SVCS	ADMINISTRATION	PKB	3	0	0	3	4	(1)
SR VP FINANCE & ADMIN	MANAGEMENT ACCTG & FIN SVCS	BUDGETS	PKC	6	0	0	6	7	(1)
SR VP FINANCE & ADMIN	MANAGEMENT ACCTG & FIN SVCS	FINANCIAL ANALYSIS	PKF	3	0	0	3	3	0
SR VP FINANCE & ADMIN	MANAGEMENT ACCTG & FIN SVCS	ERP ADMINISTRATION	PKM	3	0	0	3	3	0
SR VP FINANCE & ADMIN	MANAGEMENT ACCTG & FIN SVCS	TREASURY	PKT	5	0	0	5	5	0
SR VP FINANCE & ADMIN	RISK MANAGEMENT	RISK MANAGEMENT	PKI	9	0	0	9	9	0
SR VP FINANCE & ADMIN	SR VP FINANCE & ADMIN	SR VP FINANCE & ADMIN	P4V	3	0	0	3	3	0
SR VP FINANCE & ADMIN		SUBTOTAL		153	0	0	153	154	(1)
SR VP OPERATIONS	CUSTOMER SERVICE	ADMINISTRATION	PCA	4	0	0	4	5	(1)
SR VP OPERATIONS	CUSTOMER SERVICE	CUST ACCOUNTING & BILLING	PCB	6	0	0	6	8	(2)
SR VP OPERATIONS	CUSTOMER SERVICE	CREDIT	PCD	5	0	0	5	3	2
SR VP OPERATIONS	CUSTOMER SERVICE	CUSTOMER FIELD SERVICES	PCF	5	0	0	5	4	1
SR VP OPERATIONS	CUSTOMER SERVICE	FIELD SERVICE & COLLECTIONS	PCG	27	0	0	27	25	2
SR VP OPERATIONS	CUSTOMER SERVICE	CUSTOMER ASSISTANCE CENTER	PCH	29	0	0	29	31	(2)
SR VP OPERATIONS	CUSTOMER SERVICE	METER READING	PCM	34	0	0	34	35	(1)
SR VP OPERATIONS	CUSTOMER SERVICE	PAYMT PROCESS & SUPPORT CTR	PCP	17	0	0	17	20	(3)
SR VP OPERATIONS	CUSTOMER SERVICE	CUSTOMER ACCOUNT SERVICES	PCS	5	0	0	5	3	2
SR VP OPERATIONS	SR VP OPERATIONS	SR VP OPERATIONS	P8V	2	0	0	2	2	0
SR VP OPERATIONS		SUBTOTAL		134	0	0	134	136	(2)
									0
		COMPANY TOTAL		1460	1	8	1469	1488	(19)

*Forecast Budget count for RA PDS includes RA's PDJ, PDK, PDL & PDU.

**Employee Counts have been adjusted to exclude employees covered under the DSM surcharge adjustment docket.

Hawaiian Electric Company, Inc.
November 30, 2005 Actual Employee Count vs Budget Employee Count

VICE PRESIDENT'S OFFICE	DEPARTMENT NAME	DIVISION NAME	ACTUAL EMPLOYEE COUNT					BUDGET	DIFF
			RA	FULL TIME	PART TIME	TEMP	TOTAL		
CORPORATE EXCELLENCE	COMPENSATION AND BENEFITS	EMPL BENEFITS & HLTH SVCS	PFB	8	0	0	8	9	(1)
CORPORATE EXCELLENCE	COMPENSATION AND BENEFITS	COMPENSATION	PFC	2	0	0	2	2	0
CORPORATE EXCELLENCE	COMPENSATION AND BENEFITS	WORKERS COMPENSATION	PPW	3	0	0	3	3	0
CORPORATE EXCELLENCE	INDUSTRIAL RELATIONS	ADMINISTRATION	PPA	3	0	0	3	3	0
CORPORATE EXCELLENCE	INDUSTRIAL RELATIONS	LABOR REL & WAGE ADMIN	PPI	6	0	0	6	6	0
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	CORPORATE SAFETY	PFS	11	0	0	11	11	0
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	ADMINISTRATION	PHA	2	0	0	2	2	0
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	FACILITIES OPERATIONS	PHB	15	0	0	15	15	0
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	FACILITIES PLANNING	PHF	6	0	0	6	5	1
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	SECURITY	PHS	12	0	0	12	10	2
CORPORATE EXCELLENCE	VP CORPORATE EXCELLENCE	VP CORPORATE EXCELLENCE	P8V	1	0	0	1	2	(1)
CORPORATE EXCELLENCE	WORKFORCE STAFFING & DEVELOP	ADMINISTRATION	PFA	4	0	0	4	5	(1)
CORPORATE EXCELLENCE	WORKFORCE STAFFING & DEVELOP	CLIENT SERVICES & CONSULTING	PFD	9	0	1	10	5	5
CORPORATE EXCELLENCE	WORKFORCE STAFFING & DEVELOP	ORGANIZ DEV & CONTIN IMPRVMT	PFI	3	0	0	3	6	(3)
CORPORATE EXCELLENCE		SUBTOTAL		85	0	1	86	84	2
CORPORATE RELATIONS	CORPORATE COMMUNICATIONS	CORPORATE COMMUNICATIONS	PQC	9	1	0	10	11	(1)
CORPORATE RELATIONS	VP CORPORATE RELATIONS	VP CORPORATE RELATIONS	P1V	2	0	0	2	2	0
CORPORATE RELATIONS		SUBTOTAL		11	1	0	12	13	(1)
CUSTOMER SOLUTIONS	CUSTOMER TECH APPLICATIONS	CUSTOMER TECH APPLICATIONS	PSR	8	0	0	8	10	(2)
CUSTOMER SOLUTIONS	ENERGY SERVICES	ADMINISTRATION	PSA	3	0	0	3	2	1
CUSTOMER SOLUTIONS	ENERGY SERVICES	CUSTOMER EFFICIENCY PROGRAM	PSD**	9	0	0	9	10	(1)
CUSTOMER SOLUTIONS	ENERGY SERVICES	PRICING	PSP	4	0	0	4	5	(1)
CUSTOMER SOLUTIONS	FORECASTS & RESEARCH	FORECASTS & RESEARCH	PSM**	10	0	0	10	11	(1)
CUSTOMER SOLUTIONS	INTEGRATED RESOURCE PLNG	INTEGRATED RESOURCE PLANNING	PYP	5	0	0	5	4	1
CUSTOMER SOLUTIONS	MARKETING SERVICES	MARKETING SERVICES	PSN	12	0	0	12	12	0
CUSTOMER SOLUTIONS	VP CUSTOMER SOLUTIONS	CUSTOMER SOLUTIONS	P1W	2	0	0	2	0	2
CUSTOMER SOLUTIONS		SUBTOTAL		53	0	0	53	54	(1)
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	ADMINISTRATION	PDA	5	0	0	5	5	0
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	CONTROL SECTION	PDC	6	0	0	6	9	(3)
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	TRAINING SECTION	PDD	5	0	0	5	1	4
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	FIELD OPERATION	PDF	23	0	0	23	25	(2)
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	OPERATIONS	PDS*	13	0	0	13	168	(10)
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	UNDERGROUND	PDU*	26	0	0	26		
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	WEST OVERHEAD	PDJ*	50	0	0	50		
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	EAST OVERHEAD-KOOLAU	PDK*	25	0	0	25		
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	EAST OVERHEAD-WARD	PDL*	44	0	0	44		
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	PLANNING	PDP	19	0	0	19	11	8
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	VEGETATION MANAGEMENT	PDV	2	0	0	2	2	0
ENERGY DELIVERY	ENGINEERING	ADMINISTRATION	PBA	7	0	0	7	7	0
ENERGY DELIVERY	ENGINEERING	T&D ENGINEERING	PBE	21	0	1	22	21	1
ENERGY DELIVERY	ENGINEERING	PROJECT MANAGEMENT	PBP	6	0	0	6	8	(2)
ENERGY DELIVERY	ENGINEERING	STRUCTURAL	PBT	18	0	1	19	18	1
ENERGY DELIVERY	ENGINEERING	SUBST.PROTECTION&TELECOM	PBY	20	0	2	22	21	1
ENERGY DELIVERY	ENGINEERING	T&D TECHNICAL SERVICES	PBZ	8	0	0	8	12	(4)
ENERGY DELIVERY	SUPPORT SERVICES	ADMINISTRATION	PVA	5	0	0	5	5	0
ENERGY DELIVERY	SUPPORT SERVICES	FLEET	PVF	21	0	0	21	25	(4)
ENERGY DELIVERY	SUPPORT SERVICES	ELECTRICAL & WELDING SERVICES	PVL	13	0	0	13	13	0
ENERGY DELIVERY	SUPPORT SERVICES	MATERIALS MANAGEMENT	PVM	28	0	0	28	28	0
ENERGY DELIVERY	SUPPORT SERVICES	PURCHASING	PVP	11	0	0	11	10	1
ENERGY DELIVERY	SYSTEM OPERATION	ADMINISTRATION	PRA	6	0	0	6	6	0
ENERGY DELIVERY	SYSTEM OPERATION	COMMUNICATIONS	PRC	8	0	0	8	8	0
ENERGY DELIVERY	SYSTEM OPERATION	OPERATING DISPATCH	PRD	26	0	0	26	23	3
ENERGY DELIVERY	SYSTEM OPERATION	OPERATING ENGINEERING	PRE	12	0	1	13	13	0
ENERGY DELIVERY	SYSTEM OPERATION	INSTRUMENT & CONTROL	PRI	9	0	0	9	9	0
ENERGY DELIVERY	SYSTEM OPERATION	RELAY	PRR	10	0	0	10	10	0
ENERGY DELIVERY	SYSTEM OPERATION	SUBSTATION	PRS	37	0	0	37	37	0
ENERGY DELIVERY	SYSTEM OPERATION	CONSTRUCTION MANAGEMENT	PRX	3	0	0	3	3	0
ENERGY DELIVERY	VP ENERGY DELIVERY	VP ENERGY DELIVERY	P2V	2	0	0	2	3	(1)
ENERGY DELIVERY		SUBTOTAL		489	0	5	494	501	(7)
EXEC VP PUBLIC AFFAIRS	EXEC VP PUBLIC AFFAIRS	EXEC VP PUBLIC AFFAIRS	P9V	2	0	0	2	2	0
EXEC VP PUBLIC AFFAIRS	GOVERNMENTAL RELATIONS	GOVERNMENTAL RELATIONS	PNI	3	0	0	3	2	1
EXEC VP PUBLIC AFFAIRS		SUBTOTAL		5	0	0	5	4	1
GENERAL COUNSEL	LEGAL	LEGAL	PNC	11	0	0	11	11	0
GENERAL COUNSEL	LEGAL	LAND & RIGHTS OF WAY	PNL	5	0	0	5	5	0
GENERAL COUNSEL	VP GENERAL COUNSEL	VP-GENERAL COUNSEL	P5V	2	0	0	2	2	0
GENERAL COUNSEL		SUBTOTAL		18	0	0	18	18	0
GOVT & COMMUNITY AFFAIRS	EDUCATION & CONSUMER AFFAIRS	EDUCATION & CONSUMER AFFAIRS	PQE	8	0	0	8	7	1
GOVT & COMMUNITY AFFAIRS	REGULATORY AFFAIRS	REGULATORY AFFAIRS	PNP	7	0	0	7	7	0
GOVT & COMMUNITY AFFAIRS	VP GOVT & COMMUNITY AFFAIRS	VP GOVT & COMMUNITY AFFAIRS	P3V	7	0	0	7	5	2
GOVT & COMMUNITY AFFAIRS		SUBTOTAL		22	0	0	22	19	3
POWER SUPPLY	ENVIRONMENTAL	ADMINISTRATION	PJA	4	0	0	4	4	0
POWER SUPPLY	ENVIRONMENTAL	AIR QUALITY & NOISE	PJB	5	0	0	5	6	(1)

Hawaiian Electric Company, Inc.
November 30, 2005 Actual Employee Count vs Budget Employee Count

VICE PRESIDENT'S OFFICE	DEPARTMENT NAME	DIVISION NAME	ACTUAL EMPLOYEE COUNT					BUDGET	DIFF
			RA	FULL TIME	PART TIME	TEMP	TOTAL		
POWER SUPPLY	ENVIRONMENTAL	CHEMISTRY	PJC	6	0	1	7	7	0
POWER SUPPLY	ENVIRONMENTAL	WATER & HAZARDOUS MATERIAL	PJW	7	0	0	7	7	0
POWER SUPPLY	POWER SUPPLY ENGINEERING	ADMINISTRATION	PYA	3	0	0	3	3	0
POWER SUPPLY	POWER SUPPLY ENGINEERING	SUPPORT STAFF	PYC	2	0	0	2	2	0
POWER SUPPLY	POWER SUPPLY ENGINEERING	PS TECHNICAL SERVICES	PYE	8	0	0	8	9	(1)
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT ELECT ENGRG	PYF	10	0	0	10	8	2
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT DRAFTING	PYG	2	0	0	2	2	0
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT PROJECT MGT	PYJ	5	0	0	5	4	1
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT MECH ENGRG	PYM	13	0	0	13	9	4
POWER SUPPLY	POWER SUPPLY OPER & MAINT	O&M ADMINISTRATION	PIB	7	0	0	7	10	(3)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	HONOLULU STATION OPERATIONS	PIH	25	0	0	25	26	(1)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION OPERATIONS	PIK	58	0	0	58	58	0
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION MAINTENANCE	PIL	28	0	0	28	38	(10)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	MAINTENANCE ADMINISTRATION	PIM	2	0	0	2	2	0
POWER SUPPLY	POWER SUPPLY OPER & MAINT	HONOLULU STATION MAINTENANCE	PIN	9	0	0	9	9	0
POWER SUPPLY	POWER SUPPLY OPER & MAINT	OPERATIONS ADMINISTRATION	PIO	3	0	0	3	1	2
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING	PIP	17	0	1	18	21	(3)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	67	0	0	67	74	(7)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	WAI'AU STATION OPERATIONS	PIW	62	0	0	62	62	0
POWER SUPPLY	POWER SUPPLY OPER & MAINT	WAI'AU STATION MAINTENANCE	PIX	25	0	0	25	37	(12)
POWER SUPPLY	POWER SUPPLY SERVICES	SERVICES ADMINISTRATION	PIA	5	0	0	5	5	0
POWER SUPPLY	POWER SUPPLY SERVICES	POWER PURCHASE	PIC	6	0	0	6	6	0
POWER SUPPLY	POWER SUPPLY SERVICES	FUEL RESOURCES	PIF	4	0	0	4	5	(1)
POWER SUPPLY	POWER SUPPLY SERVICES	GENERATION PLANNING	PYB	9	0	0	9	10	(1)
POWER SUPPLY	POWER SUPPLY SERVICES	TRANSMISSION PLANNING	PYT	7	0	0	7	8	(1)
POWER SUPPLY	VP POWER SUPPLY	VP POWER SUPPLY	P7V	2	0	0	2	2	0
POWER SUPPLY		SUBTOTAL		401	0	2	403	435	(32)
PRESIDENT - HECO	CORPORATE AUDIT & COMPLIANCE	INTERNAL AUDIT	PNA	7	0	0	7	6	1
PRESIDENT - HECO	CORPORATE AUDIT & COMPLIANCE	ADMINISTRATION	PNX	2	0	0	2	0	2
PRESIDENT - HECO	PRESIDENTS OFFICE	PRESIDENTS OFFICE	P9P	5	0	0	5	3	2
PRESIDENT - HECO		SUBTOTAL		14	0	0	14	9	5
SPECIAL PROJECTS	VP SPECIAL PROJECTS	VP SPECIAL PROJECTS	P2W	3	0	0	3	0	3
SPECIAL PROJECTS		SUBTOTAL		3	0	0	3	0	3
SR VP ENERGY SOLUTIONS	CUSTOMER INSTALLATION	ADMINISTRATION	PWA	11	0	0	11	10	1
SR VP ENERGY SOLUTIONS	CUSTOMER INSTALLATION	PLANNING & DESIGN	PWP	24	0	0	24	26	(2)
SR VP ENERGY SOLUTIONS	CUSTOMER INSTALLATION	ENGINEERING & METER	PWX	13	0	0	13	11	2
SR VP ENERGY SOLUTIONS	ENERGY PROJECTS	ENERGY PROJECTS	PNG	9	0	0	9	8	1
SR VP ENERGY SOLUTIONS	SR VP ENERGY SOLUTIONS	SR VP ENERGY SOLUTIONS	P9S	4	0	0	4	4	0
SR VP ENERGY SOLUTIONS	TECHNOLOGY	TECHNOLOGY	PNR	2	0	1	3	2	1
SR VP ENERGY SOLUTIONS		SUBTOTAL		63	0	1	64	61	3
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	ADMINISTRATION	PAA	6	0	0	6	5	1
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	CORPORATE ACCOUNTING	PAC	5	0	0	5	5	0
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	COST ACCOUNTING	PAD	10	0	0	10	10	0
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	PROPERTY ACCOUNTING	PAT	5	0	0	5	6	(1)
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	ADMINISTRATION	PEA	2	0	0	2	2	0
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	CUSTOMER CARE	PEC	24	0	0	24	20	4
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	DEVELOPMENT SERVICES	PED	36	0	0	36	35	1
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	INFRASTRUCTURE & OPERATIONS	PEI	24	0	0	24	28	(4)
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	MAILING SERVICES	PEM	10	0	0	10	9	1
SR VP FINANCE & ADMIN	MANAGEMENT ACCTG & FIN SVCS	ADMINISTRATION	PKB	3	0	0	3	4	(1)
SR VP FINANCE & ADMIN	MANAGEMENT ACCTG & FIN SVCS	BUDGETS	PKC	6	0	0	6	7	(1)
SR VP FINANCE & ADMIN	MANAGEMENT ACCTG & FIN SVCS	FINANCIAL ANALYSIS	PKF	3	0	0	3	3	0
SR VP FINANCE & ADMIN	MANAGEMENT ACCTG & FIN SVCS	ERP ADMINISTRATION	PKM	3	0	0	3	3	0
SR VP FINANCE & ADMIN	MANAGEMENT ACCTG & FIN SVCS	TREASURY	PKT	5	0	0	5	5	0
SR VP FINANCE & ADMIN	RISK MANAGEMENT	RISK MANAGEMENT	PKI	9	0	0	9	9	0
SR VP FINANCE & ADMIN	SR VP FINANCE & ADMIN	SR VP FINANCE & ADMIN	P4V	3	0	0	3	3	0
SR VP FINANCE & ADMIN		SUBTOTAL		154	0	0	154	154	0
SR VP OPERATIONS	CUSTOMER SERVICE	ADMINISTRATION	PCA	4	0	0	4	5	(1)
SR VP OPERATIONS	CUSTOMER SERVICE	CUST ACCOUNTING & BILLING	PCB	6	0	0	6	8	(2)
SR VP OPERATIONS	CUSTOMER SERVICE	CREDIT	PCD	5	0	0	5	3	2
SR VP OPERATIONS	CUSTOMER SERVICE	CUSTOMER FIELD SERVICES	PCF	5	0	0	5	4	1
SR VP OPERATIONS	CUSTOMER SERVICE	FIELD SERVICE & COLLECTIONS	PCG	27	0	0	27	25	2
SR VP OPERATIONS	CUSTOMER SERVICE	CUSTOMER ASSISTANCE CENTER	PCH	29	0	0	29	31	(2)
SR VP OPERATIONS	CUSTOMER SERVICE	METER READING	PCM	34	0	0	34	35	(1)
SR VP OPERATIONS	CUSTOMER SERVICE	PAYMT PROCESS & SUPPORT CTR	PCP	16	0	0	16	20	(4)
SR VP OPERATIONS	CUSTOMER SERVICE	CUSTOMER ACCOUNT SERVICES	PCS	5	0	0	5	3	2
SR VP OPERATIONS	SR VP OPERATIONS	SR VP OPERATIONS	P8V	3	0	0	3	2	1
SR VP OPERATIONS		SUBTOTAL		134	0	0	134	136	(2)
									0
		COMPANY TOTAL		1452	1	9	1462	1488	(26)

*Forecast Budget count for RA PDS includes RA's PDJ, PDK, PDL & PDU.

**Employee Counts have been adjusted to exclude employees covered under the DSM surcharge adjustment docket.

DOD-IR-115

Employee count. Refer to Rate Case Update, HECO T-15, Attachment 6, page 7 of 9 (revised 12/17/08).

- (a) Provide November and December 2008 information similar to that shown on the referenced attachment page.
- (b) Provide similar information for Power Supply employment headcount for January 2005 through December 2008.
- (c) Provide similar information for Power Supply contract workforce headcount for January 2005 through December 2008.
- (d) Explain why the actual to budget forecasting accuracy decreased after 6/30/2007.
- (e) Explain why the actual to budget forecasting accuracy decreased after 6/30/2008.
- (f) Explain why the actual to budget forecasting accuracy decreased after 12/31/2007.
- (g) Explain why the actual to budget forecasting accuracy decreased after 7/31/2008.
- (h) Identify all temporary positions included in the actual and budgeted employee counts listed on the referenced attachment page.
- (i) Identify all intern positions included in the actual and budgeted employee counts listed on the referenced attachment page.

HECO Response:

- (a) Please refer to page 4 of this response for the requested information.
- (b) For the total actual and budgeted Power Supply employee headcount and the differences between the two for January 2005 through December 2008, refer to the responses to DOD-IR-114 and CA-IR-354. The percent actual over budgeted can be calculated using this information.
- (c) Please see the response to DOD-IR-114.
- (d) The decrease in accuracy is not significant and there are increases in accuracy in the intervening periods, especially in the last few months of 2008. The combined impact of a decrease in staffing by five positions (the numerator) from June 30, 2007 and an increase in budgeted employee counts by six positions (the denominator) resulted in the .0099 change in “% Actual/Budgeted.”

- (e) Similar to the response to (d) above, the combined impact of a decrease in staffing by one position (the numerator) from June 30, 2008 and an increase in budgeted employee counts by seven positions (the denominator) resulted in the .0071 change in “% Actual/Budgeted.”
- (f) The “% Actual/Budgeted” dropped slightly (.0024) because, although HECO had increased staffing levels by seven positions between 12/31/07 and 3/31/08, budgeted employee counts had increased by ten positions.
- (g) The departure of temporary summer intern workers in the workforce largely contributed to lower actual staffing between July and September 2008, resulting in a .0108 decrease in “% Actual/Budgeted.” Interns typically terminate their employment beginning in August.
- (h) Please see page 4 of this response. A column was added to page 7 of Attachment 6 of the HECO T-15 rate case update for the number of temporary employees (including interns) included in the actual employee counts. This data was obtained from the employee count reports provided in the response to CA-IR-354.

As shown in the response to CA-IR-354, the historical number of budgeted temporary positions is not tracked. Budgeted employee counts for regular part-time and temporary employees are tracked in total and not separately.

- (i) Please see response to (h), above, with respect to the number of interns in actual counts. Interns are classified as temporary employees and are not tracked separately in employee counts. Their start and end dates vary, with some starting as early as May and some leaving as late as October, depending on their school schedules and personal plans. In addition, some may stay on as Project Aides (also classified as temporary employees) during the school year. In 2007, there were a total 19 interns participating in HECO’s summer intern program with five continuing on as Project Aides during the school year.

In 2008, HECO had a total 24 interns participating in its summer intern program, with five continuing on as Project Aides. Since 2000, about one-fourth of former interns have remained on payroll as Project Aides or have been hired into regular full-time positions. Similar to temporary positions, the historical number of budgeted intern positions has not been separately tracked.

DATA INPUT:

HISTORICAL EMPLOYMENT HEADCOUNT DATA

(Non-PS employees: includes T&D, Customer Accts., Customer Svc and A&G)

<u>Date</u>	<u>% Actual / Budgeted (y)</u>	<u>Actual</u>	<u>Budgeted</u>	<u>Difference</u>	<u>Temps / Interns **</u>
9/30/2006	91.98%	1032	1122	(90)	5
12/31/2006	92.70%	1041	1123	(82)	4
3/31/2007	95.12%	1033	1086	(53)	5
6/30/2007	97.33%	1058	1087	(29)	25
9/30/2007	96.34%	1053	1093	(40)	14
12/31/2007	96.61%	1056	1093	(37)	14
3/31/2008	96.37%	1063	1103	(40)	18
6/30/2008	97.65%	1079	1105	(26)	40
7/31/2008	96.94%	1078	1112	(34)	41
9/30/2008	95.86%	1066	1112	(46)	19
10/31/2008	96.77%	1077	1113	(36)	19
11/30/2008	97.04%	1080	1113	(33)	19
12/31/2008	98.38%	1096	1114	(18)	27

** Included in the actual employee count data.

DOD-IR-116

Employee counts. Refer to HECO's rate case update for HECO T-15, page 1 of 17.

- (a) HECO states: "in some instances HECO removed employees from the test year employee count." Please identify all employees/positions removed from the test year employee count. Please show this by department.
- (b) Please identify all employees/positions for which HECO "moved back the 'hire' date." Please show this by department.

HECO Response:

- a. Two positions were removed, both from the Senior Executive Vice President/Chief Operating Officer's ("SEVP/COO") Office. As discussed on page 11 of HECO T-15 Update, and reflected in the Updated HECO-WP-1501 on page 16, the Senior Executive Vice President/Chief Operating Officer's ("SEVP/COO") Office was eliminated. Therefore, SEVP/COO and the Executive Secretary's positions were removed.
- b. Five positions were moved back from January to April, all from the Workforce Staffing and Development Department. As discussed on pages 3-4 of HECO T-15 Update, and reflected in the Updated HECO-WP-1501 on page 16, the department is delaying the start of its corporate internship (two positions) and corporate mentorship programs (three positions) described in direct testimony, HECO T-15, pages 26 to 29. The start of the two programs is now planned for April 2009. Therefore, WFSD removed the five positions from the months of January through March 2009 to reflect the positions being filled by April 2009.

DOD-IR-117

Pension expense. In 2007 or 2008 or for 2009 did HECO (or HEI) hedge any of its exposure of pension fund assets to the stock market downturn? If not, explain fully why not. If so, please describe in detail how such exposure was hedged and what were the results.

HECO Response:

HECO (or HEI) does not hedge any of its exposure of pension assets to stock market downturns because the companies do not have adequate personnel and expertise to implement a hedging strategy.

The Plan's Investment Policy allows for the Pension Investment Committee to engage competent professional consultants in the development of the investment policy, determination of appropriate asset mix and/or for the selection, supervision and evaluation of investment managers. Investment managers are given the sole responsibility for all purchase and sale decisions for all investments in accordance with the Investment Policy.

DOD-IR-118

Pension expense. With the adoption of a pension tracker in HECO's last base rate case, does HECO view all fluctuations in the net periodic pension cost as being the responsibility of its ratepayers? If not, explain fully why not.

HECO Response:

The pension tracker incorporates the understanding of all parties that net periodic pension costs, over time, will be recovered through rates. Under the pension tracker, the amount of NPPC included in rates is determined in each rate case and does not change between rate cases.

Management is responsible for managing the pension plan provisions and making informed decisions regarding assumptions and investments; all of which impact the net periodic pension cost, including fluctuations thereto.

DOD-IR-119

Pension expense.

- (a) Has HECO done anything in 2008 to hold down pension costs? If not, explain fully why not. If so, please describe in detail everything that HECO has done.
- (b) Does HECO plan to do anything in 2009 to hold down pension costs? If not, explain fully why not. If so, please describe in detail everything that HECO plans to do.

HECO Response:

- a. No. As explained in HECO T-13, pages 7-10, the factors that determine pension cost are plan provisions, employee demographics, pension fund performance, actuarial assumptions and the methodology for determination of the value of plan assets. Plan provisions are negotiated with the union and pension provisions may or may not be discussed in the negotiating process. The Benefits Agreement with the IBEW was extended in 2008 with no changes to pension plan provisions. The other cost factors are generally determined based on actual investment results, changes in demographics or assumptions.
- b. There are no plans to change plan provisions in 2009 to hold down pension costs. See response to a above.

DOD-IR-120

Pension expense. Has HECO conducted any studies or does HECO have any information concerning whether the provision of a defined benefit pension plan is a cost-effective way of providing employee compensation and/or for purposes of work force retention? If not, explain fully why not. If so, please identify, describe and provide a copy of the studies and information that HECO has in this regard.

HECO Response:

HECO has not conducted any studies concerning whether the provision of a defined benefit pension plan is a cost-effective way of providing employee compensation and/or for the purpose of work force retention. Provided in Attachment 1 of this response is an article from a Special Edition of "Watson Insider, Trends in Pensions – 2005", a publication by Watson Wyatt Worldwide. The article entitled "How Do Retirement Plans Affect Employee Behavior?" concluded that retirement plans play a significant role in attracting and retaining employees with defined benefit plans exerting a stronger influence in retention than defined contribution plans especially as employees age.

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How Do Retirement Plans Affect Employee Behavior?

In addition to serving as a tax-advantaged means of accumulating retirement income, retirement plans can enhance productivity.

Recent trends in U.S. private pensions are undeniable. Over the last 25 years, defined benefit plans — once the centerpiece of the retirement portfolio — have lost considerable ground to defined contribution plans, which have become the primary vehicle for saving for retirement. Some analysts claim that traditional defined benefit plans are a dying breed (if not already dead). Detractors typically contend that defined benefit plans are too complicated, too risky for plan sponsors and underappreciated by employees.

Watson Wyatt set out to learn how employees felt about their defined benefit and defined contribution plans and how these plans affect employees' workforce decisions. Watson Wyatt's *Retirement Attitude Survey* found that most workers value both types of plans very highly. And workers who strongly value their retirement plan are more likely to want to continue working for their current employer than workers who don't. As such, the design and features of a retirement program can have very meaningful effects on workers' behavior, which can deliver favorable economic returns to the organization.

Business Case for Employer-Sponsored Retirement Plans

In addition to serving as a tax-advantaged means of accumulating retirement income, retirement plans can enhance productivity. Pensions strongly influence workers' behavior, giving younger workers a compelling reason to continue working for their employer and encouraging older workers to retire on a timely basis. Empirical evidence indicates that pensions influence the type of worker a firm attracts and can help an employer attract workers who exhibit desirable behavior patterns. While the productivity effects have been associated mostly with defined benefit plans, recent research has shown that 401(k) plans exhibit similar effects in shaping workers' behavior (Ippolito, 1997).

Responding workers who consider their defined benefit plan highly important are over three times more likely to express a strong desire to stay at their current organization than other workers.

Lower employee turnover reduces costs and improves productivity, and thus can significantly increase shareholder value. To measure the influence of both types of retirement plans on employee behavior, we examined how a plan's value to employees affects their desire to stay with their employer. The *Retirement Attitude Survey* asked respondents to indicate the importance of their defined benefit and defined contribution plans in two ways. First, we asked employees whether and to what extent the retirement plan was an important reason for taking their job. Second, we asked them whether and to what degree the retirement plan gives them an important reason to stay with their employer. We combined both responses into a single summary variable of plan importance.

Separate from their feelings about their plans, we asked employees to indicate their likelihood of staying with their current employer until retirement and their likelihood of leaving their employer within the next two years. We again created a summary indicator by combining employee responses to measure the overall likelihood that an employee will stay with his or her employer.

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Responding workers who consider their defined benefit plan highly important are over three times more likely to express a strong desire to stay at their current organization than other workers (Table 1). Employees who consider their defined contribution plan very important are 2.5 times more likely to intend to stay with their current employer. In fact, for both plan types, more than half of respondents who value their retirement plans highly also indicate a high likelihood of staying with their current employer. For employees who assign low importance to their defined benefit plan, roughly equal numbers say the plan would (36.3 percent) or would not (37.1 percent) influence their decision to remain with their current employer. The situation is much the same for workers who assign a low value to their defined contribution plan.

What does this mean for shareholder returns? Responding employees who consider their defined benefit plan very important tend to work for companies whose total returns to shareholders (TRS) averaged 26.7 percent from 1999 to 2003 (Table 1). This compares very favorably with 21.8 percent TRS over the same period at companies whose employees value the plan the least. At the median, TRS during the most recent five-year period was more than 12 percentage points higher at firms whose workers strongly value their defined benefit plan than at firms whose workers are less enthusiastic about their plans.

The differences in five-year TRS between employees who value their defined contribution plan the most and those who value it the least are more modest. There is very little difference between the two groups on average five-year TRS, but there is more than a six-percentage-point difference in median shareholder returns.

Table 1
Relationship between the Retirement Plan's Importance to Employees and Retention and Shareholder Returns

All Respondents	Likelihood of Staying with Current Employer until Retirement			5-Year TRS (1999 to 2003)	
	High	Low	Ratio	Mean	Median
Importance of DB plan					
High	55.4	18.0	3.08	26.7	12.8
Low	36.3	37.1	0.98	21.8	0.7
Importance of DC plan					
High	52.3	20.6	2.54	32.3	18.9
Low	36.3	38.3	0.95	31.1	12.5

Notes: Plan importance combines employees' indications of the importance of their retirement plan as a means of attracting them to the firm and as a reason for staying with the organization. High and low represent the top one-third and bottom one-third of respondents. For individuals covered by both plan types, a separate indicator is created for each plan. All respondents were asked to indicate their likelihood of staying with their firm regardless of the plans offered by their employer-sponsor.

Source: Watson Wyatt Retirement Attitude Survey.

For both plan types, more than half of respondents who value their retirement plans highly also indicate a high likelihood of staying with their current employer.

At the median, TRS during the most recent five-year period was more than 12 percentage points higher at firms whose workers strongly value their defined benefit plan than at firms whose workers are less enthusiastic about their plans.

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Employees who are most satisfied with their defined benefit plan are more than three times more likely than other employees to plan on remaining with their employer until retirement.

Higher plan satisfaction is also strongly associated with an employee's intention to remain with his or her current employer (Table 2). For defined benefit plans, employees' overall satisfaction was determined by combining employee ratings of eight features: value of benefits as future income, information about current value, information about projected value, form of benefit payout, benefit availability age, years of service before vesting, ability to access funds before retirement and how the plan compares with competitors' plans.

For defined contribution plans, overall plan satisfaction also was determined by employees' satisfaction with eight features: match rate, type of matching funds, contribution limits, investment options, information about balances, education programs, plan administration and how the plan compares with competitors' plans.

Employees who are most satisfied with their defined benefit plan are more than three times more likely than other employees to plan on remaining with their employer until retirement. An equivalent relationship emerges for employees who are highly satisfied with their defined contribution plans. However, employees who are much less satisfied with their defined benefit and defined contribution plans are equally likely to plan on staying with their employer or not.

A popular pension plan translates very favorably into higher shareholder returns. Average five-year TRS is over 10 percentage points higher at companies whose employees are highly satisfied with their retirement plans — either type of plan. In fact, in comparing median satisfaction, five-year TRS is -3.6 percent at companies whose employees are least satisfied with their defined benefit plan compared with 18.9 percent at companies whose employees are most satisfied. A very similar relationship holds true for defined contribution plans as well — a link between higher employee satisfaction with the 401(k) plan and significantly higher shareholder returns.

Average five-year TRS is over 10 percentage points higher at companies whose employees are highly satisfied with their retirement plans — either type of plan.

Table 2
Relationship between Employee Satisfaction with the Retirement Plan and Retention and Shareholder Returns

All Respondents	Likelihood of Staying with Current Employer until Retirement			5-Year TRS (1999 to 2003)	
	High	Low	Ratio	Mean	Median
Satisfaction with DB plan					
High	57.1	18.3	3.12	29.0	18.9
Low	34.8	34.5	1.01	18.4	-3.6
Satisfaction with DC plan					
High	55.0	19.1	2.88	38.0	21.7
Low	31.9	39.0	0.82	24.6	7.0

Notes: Employee satisfaction is determined for both DB and DC plans by combining employee responses across several plan design features. High and low represent the top one-third and bottom one-third of ratings. For individuals covered by both plan types, a separate indicator is created for each plan. All respondents were asked to indicate the likelihood of their remaining with their current firm regardless of the plans offered by their employer-sponsor.

Source: Watson Wyatt Retirement Attitude Survey.

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Although plan importance and satisfaction strongly influence employees' desire to stay with their current employer, age also affects their degree of commitment. As workers mature and settle into their careers, their desire to stay with their current employer generally becomes stronger. While we have left the details out of this condensed analysis, our results confirm that workers 45 and older are more likely to plan on remaining with their current employer regardless of their feelings about their retirement plans. Yet, commitment is higher still for older employees who are satisfied with their plans and consider them valuable than for older workers who value their plans less.

Employers typically experience significantly higher rates of turnover among younger segments of their workforce. For many employers, reducing turnover among these ranks is critical to their overall success. Employees younger than 35 who value their plans most highly and are very satisfied with them are more likely to remain with their current employer than other young employees (Tables 3 and 4). This is particularly true for defined benefit plans. Of those who are happy with their defined benefit plan and consider it very important, one-half say they firmly expect to stay with their employer. On the defined contribution side, those who value their plans and consider them very important also indicate a greater likelihood of sticking around, but the difference is less pronounced than it is for defined benefit plans. Not surprisingly, younger workers who don't consider their plans important and are not particularly satisfied with them appear much less committed to their employer. In fact, more than one-half of younger workers who neither value their plans highly nor express high satisfaction indicate a low probability of staying with their employer.

Employees younger than 35 who value their plans most highly and are very satisfied with them are more likely to remain with their current employer than other young employees.

Table 3
Relationship between the Retirement Plan's Importance and Retention for Younger Employees

Importance of DB plan for employees under 35	Likelihood of Staying with Current Employer until Retirement		
	High	Low	Ratio
High	51.0	19.8	2.58
Low	19.0	55.7	0.34
Importance of DC plan for employees under 35	Likelihood of Staying with Current Employer until Retirement		
	High	Low	Ratio
High	40.0	30.5	1.31
Low	20.0	56.7	0.35

Notes: Plan importance combines employee responses to two questions: how important was their retirement plan in attracting them to the firm and how important is it in giving them a reason for staying with the organization. High and low represent the top one-third and bottom one-third of respondents. For individuals covered by both plan types, a separate indicator was created for each plan. All respondents were asked to indicate their likelihood of staying with their firm regardless of the plans offered by their employer-sponsor.

Source: Watson Wyatt Retirement Attitude Survey.

Younger workers who don't consider their plans important and are not particularly satisfied with them appear much less committed to their employer.


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Table 4
Relationship between Plan Satisfaction and Retention for Younger Employees

	Likelihood of Staying with Current Employer until Retirement		
	High	Low	Ratio
Satisfaction with DB plan for employees younger than 35			
High	50.0	23.4	2.14
Low	18.0	55.3	0.33
Satisfaction with DC plan for employees younger than 35			
High	39.3	30.0	1.31
Low	17.5	59.7	0.29

Notes: Employee satisfaction is created for both DB and DC plans by combining employee responses across a number of plan design features. High and low represent the top one-third and bottom one-third of respondents. For individuals covered by both plan types, a separate indicator is created for each plan. All respondents were asked to indicate their likelihood of staying with their firm regardless of the plans offered by their employer-sponsor.

Source: Watson Wyatt Retirement Attitude Survey.

Importance of Retirement Plans

As noted above, our measure of plan importance is based on employees' responses to two questions: (1) How did the plan affect your decision to work for your current employer? (2) How does the plan affect your desire to continue working for your employer? The answer to the first question measures the retirement plan's effect on *attraction*; the answer to the second question indicates the plan's effect on *retention*.

Table 5 shows the effectiveness of retirement plans at attracting and retaining younger and older employees. In general, retirement plans do a much better job of retaining workers than attracting workers. Roughly twice as many respondents say their plan strongly affects their decision to remain with their current employer than say the plan convinced them to sign on in the first place. Older employees are significantly more likely than younger employees to have been attracted to their firm by the retirement plan. Older respondents are also more likely to consider their retirement plan an important reason to continue working for their employer. This is not surprising, given that older workers are generally much more focused on retirement issues than younger workers.

Older employees are significantly more likely than younger employees to have been attracted to their firm by the retirement plan. Older employees are also more likely to consider their retirement plan an important reason to continue working for their employer.

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Table 5
Importance of the Retirement Plan in Attracting and Retaining Employees

	Attraction		Retention	
	Low or No Importance	High Importance	Low or No Importance	High Importance
All Respondents				
Workers younger than 35				
DB	64.2	14.6	45.3	29.1
Traditional	63.8	16.2	42.4	31.5
Hybrid	65.0	11.2	51.8	23.8
DC	63.0	14.5	43.6	28.1
Workers 45 and older				
DB	50.7	25.5	26.9	52.8
Traditional	51.4	24.5	28.6	51.7
Hybrid	49.4	27.6	24.1	54.9
DC	58.5	20.0	33.7	44.1

Notes: On a scale of 1 to 5, "High Importance" indicates a response of 4 or 5; "Low or No Importance" indicates a response of 1 or 2.

Source: Watson Wyatt Retirement Attitude Survey.

Across plan types, defined benefit and defined contribution plans are generally equally effective in attracting and retaining employees within each age group. These results are surprising, since 401(k) plans are generally considered to be more attractive than defined benefit plans, especially to younger workers. In fact, defined benefit plans are just as important in convincing younger workers to take a job as 401(k) plans (14.6 percent versus 14.5 percent). Defined benefit plans have slightly greater attraction value to older workers than 401(k) plans (25.5 percent versus 20.0 percent).

In terms of retention, defined benefit plans are more likely to convince older workers to remain with their employer than 401(k) plans (52.8 percent versus 44.1 percent). Defined benefit and 401(k) plans exert very similar effects on younger employees. As you may recall from Table 3, however, younger workers who rate their defined benefit plan as highly important are nearly twice as committed to their organization as comparable employees with a defined contribution plan. So while younger employees seem to value their defined benefit and 401(k) plans fairly equally, defined benefit plans appear more effective in boosting employee commitment among young workers than 401(k) plans, at least for younger employees who strongly value their plan.

The tables above show only modest differences in the extent to which plan type affects employee commitment. However, these results do not account for the different mix of retirement programs that employers offer. Table 6 shows employees' perceptions about the attraction and retention power of their retirement plans for workers whose employers offer (1) a defined benefit and defined contribution plan, (2) only a defined benefit plan or (3) only a defined contribution plan.

Defined benefit plans are just as important in convincing younger workers to take a job as 401(k) plans.

Younger workers who rate their defined benefit plan as highly important are nearly twice as committed to their organization as comparable employees with a defined contribution plan.



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Employees at firms that offer only a defined benefit plan are significantly more likely than employees covered by both a defined contribution and a defined benefit plan to rate their retirement plan as a highly important reason for joining the company.

In general, retirement plans have the strongest attraction and retention power at defined-benefit-only firms. Employees at these firms are twice as likely to cite their retirement plan as an important factor in choosing their employer than workers at firms that offer only a defined contribution plan. In fact, employees at firms that offer only a defined benefit plan are significantly more likely than employees covered by both a defined contribution and a defined benefit plan to rate their retirement plan as a highly important reason for joining the company.

Table 6
Importance of Plan in Attracting and Retaining Employees by Plan Type

	Attraction		Retention	
	Low or No Importance	High Importance	Low or No Importance	High Importance
Both DB and DC:				
DB	54.7	21.4	31.1	45.4
DC	56.7	20.3	30.2	45.4
DB only	49.7	30.8	28.8	53.1
DC only	62.7	15.2	43.5	31.3
All Respondents:				
DB	54.1	22.6	30.8	46.4
DC	59.2	18.2	35.7	39.5

Notes: On a scale of 1 to 5, "High Importance" indicates a response of 4 or 5; "Low or No Importance" indicates a response of 1 or 2.

Source: Watson Wyatt Retirement Attitude Survey.

Employees at defined-benefit-only firms also tend to credit their retirement plan with the greatest retention effect.

Employees at defined-benefit-only firms also tend to credit their retirement plan with the greatest retention effect. Fifty-three percent of respondents at defined-benefit-only firms who highly value their plans say their retirement plan gives them a very important reason to stay with their current employer. This is comparable to the retention effect we identified among older workers (Table 5). In companies that offer both a defined benefit and a defined contribution plan, both plans appear to improve employee retention. Workers at defined-contribution-only firms, on the other hand, are significantly less likely to cite their retirement plan as a reason to stay on the job than workers whose employers offer a defined benefit plan. This further supports the assertion that defined benefit plans engender employee loyalty and commitment.

Satisfaction with Retirement Plans

Employers have long sought to enhance organizational performance by improving employee satisfaction. The idea that a satisfied employee is a better employee seems intuitive. And, as shown above, designing a retirement plan that strongly appeals to employees can create significant value for an organization.

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Which plan characteristics elicit the most favorable ratings from employees? The *Retirement Attitude Survey* asked employees to indicate their degree of satisfaction with a number of retirement plan features. Table 7 shows the responses, indicating the percentage of employees who are highly satisfied with various features of their defined benefit plans, including plan generosity, vesting, eligibility, age when benefits become available and plan communications. Overall, about one-half of the respondents say they are highly satisfied with their defined benefit plan. Responding employees indicate the highest satisfaction with their plan's vesting requirements, benefit availability age, plan generosity and form of benefit payout in retirement. Employees report being least satisfied with limited access to their money before retirement. To a lesser extent, employees also are less satisfied with plan communications and with how their plan compares to plans at other organizations.

Employees seem to be just as enthusiastic about their hybrid pension plans as they are about their traditional defined benefit plans.

Table 7
Defined Benefit Plan Satisfaction by Plan Design Feature

Percentage with High Satisfaction	All	Hybrid	DB Only
Value of benefits as future income	55.9	55.6	54.4
Information about value today	49.9	52.1	47.4
Information about projected value	47.4	45.7	49.3
How benefits are paid out	54.0	55.6	55.2
Age when benefits are available	58.4	60.0	55.5
Years of service until vested	67.9	71.4	66.4
Ability to access before retirement	35.2	36.8	28.4
How plan compares with competitors	40.9	40.3	42.2
Overall satisfaction with plan	56.4	57.1	54.5

Note: High satisfaction includes those who responded "satisfied" or "very satisfied" on a 6-point Likert scale. "All" represents all respondents with a defined benefit plan; "Hybrid" represents all respondents with a hybrid plan; "DB Only" represents all respondents with any type of DB plan and no DC plan.

Source: Watson Wyatt *Retirement Attitude Survey*.

Worker satisfaction is relatively consistent across the various plan types and mix of retirement programs. Most notable is that responding employees seem to be just as enthusiastic about their hybrid pension plans as they are about their traditional defined benefit plans. These survey findings do not confirm the popular media's portrayal of employees being passionately unhappy with their hybrid pensions. This could be the result of increased communication around recent hybrid plan conversions, raising awareness of and appreciation for these plans. Similarly, employees at defined-benefit-only firms are just as satisfied with their plan as those who are also covered by a defined contribution plan.

Roughly two-thirds of all responding employees are satisfied with their 401(k) plan, which is about 10 percentage points higher than employee satisfaction with a defined benefit plan.

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Defined benefit plans appear to exert a stronger influence on employees' decisions to remain with their employer, but respondents overall express greater satisfaction with their defined contribution plans.

As employees get older, defined benefit plans seem to acquire greater appeal, perhaps because the benefits become more valuable with age and the payout begins to feel less distant.

The survey asked employees to indicate their satisfaction with defined contribution plan features such as value and type of matching contributions, available investment options, permissible employee contributions and educational materials (Table 8). Roughly two-thirds of all responding employees are satisfied with their 401(k) plan, which is about 10 percentage points higher than employee satisfaction with a defined benefit plan. Employees appear most satisfied with communication of their account balances, contribution limits and available investment options. Workers are least satisfied with their employer's investment education programs and how their plan compares to plans offered by other organizations. However, employees at defined-contribution-only firms tend to be slightly less satisfied with their plan than the average respondent. This difference is perceptible with each plan design feature.

Table 8
Defined Contribution Plan Satisfaction by Plan Design Feature

Percentage with High Satisfaction	All	DC Only
Match rate	53.3	51.9
Type of matching funds	55.4	53.7
Amount can contribute	79.8	74.9
Investment options	68.7	63.6
Information about balances	74.2	67.5
Education programs	40.7	38.1
Quality of plan administrator services	57.2	50.8
How plan compares with competitors	45.8	40.4
Overall satisfaction with plan	68.2	62.2

Note: High satisfaction includes those who responded "satisfied" or "very satisfied" on a 5-point Likert scale. "All" represents all respondents with a DC plan; "DC Only" represents all respondents with a DC plan and no DB plan.

Source: Watson Wyatt Retirement Attitude Survey.

1. *What is the purpose of the study?*
 2. *What are the research objectives?*
 3. *What is the research design?*
 4. *What are the variables?*
 5. *What are the hypotheses?*
 6. *What are the results?*
 7. *What are the conclusions?*
 8. *What are the limitations?*
 9. *What are the implications?*
 10. *What are the future research directions?*

DOD-IR-121

Employee benefits. Refer to the update to HECO T-13 for employee benefits and the update to HECO T-15 for employee count.

- (a) Have these HECO updates been fully synchronized with each other? If not, explain fully why not.
- (b) Does HECO provide employee benefits to contract employees? If not, explain fully why not. If so, please identify, quantify and explain all employee benefits that HECO provides to contract employees.
- (c) Referring to the HECO T-13 update at page 2 of 3, and the 1,636 average number of employees for the test year less the 18 temporary employees average to derive 1,618 average number of employees for group insurance, please identify, quantify and explain how many of the 1,618 are for Power Supply employee positions that are not filled, but which HECO might fill with contract services.
- (d) Please identify the number of Power Supply positions that are unfilled with HECO employees at 12/31/08.

HECO Response:

- a. Yes. The average number of employees covered for group insurance plans for the test year per the update to HECO T-13 is 1,618. This amount was calculated by using the 13-month average of 1,636 per the update to HECO T-15, page 16, reduced by 18 which is the average number of temporary and part-time employees for the test year. See HECO T-13 Update, page 2 and Attachment 9.
- b. No. Contract employees are employees of an agency or independent contractors. As such HECO does not provide benefits to contract employees.
- c. Included in the average count of 1618 employees are 499 Power Supply positions. As described in HECO's response to CA-IR-290, Attachment 1, the number of Power Supply positions unfilled, as of 12/31/08, is 44 (the difference between the Rate Case Update HECO T-15, page 16 amount of 499 and the 12/31/08 actual amount of 455). Of this total of 44, 22 of the 26 positions listed below might be filled by outside services (i.e., independent contractors) on a temporary basis, meaning that the work of these positions

might be performed by supplemental labor. As shown below 4 of the 26 have already been filled.

Position	RA	12/31/08 Actual	Rate Case Update	12/31/08-RC Upd Var	Planned Hire Date (as of early February 2009)
Planning Engineer	YB	3	5	-2	Filled 02/02/09.
Lead Transm Plan Eng	YT	2	3	-1	Filled 1/26/2009.
Budget Analyst	IB	0	1	-1	Hire Apr-09.
Technical Trainer	ID	1	3	-2	Hire Apr-09.
Pipefitter Mechanic	IL	4	5	-1	Hire Jun-09.
Control Technician	IL	6	8	-2	Hire Jun-09.
Travel Clerk	IT	0	1	-1	Hire Feb-09.
Machinist	IT	7	9	-2	Hire 1 on 04/09; Hire 1 on 06/09.
Pipefitter Mechanic	IT	5	7	-2	Hire 1 on 04/09; Hire 1 on 06/09.
Control Technician	IT	7	9	-2	Hire Jun-09.
Insulator	IT	13	14	-1	Hire Mar-09.
Pipefitter Mechanic	IX	4	5	-1	Filled 01/12/09.
Control Technician	IX	6	8	-2	Hire Jun-09.
Elec Working Foreman	IZ	0	1	-1	Hire Feb-09.
Working Foreman	IZ	0	1	-1	Hire Feb-09.
Sr. Electrician	IZ	0	1	-1	Hire Mar-09.
Control Technician	IZ	0	2	-2	Hire Feb-09.
Sr. CT & Diesel Mech	IZ	0	1	-1	Hire Apr-09.
			Total	-26	

- d. As described in HECO's response to CA-IR-290, Attachment 1, the number of Power Supply positions unfilled, as of 12/31/08, is 44 (the difference between the Rate Case Update HECO T-15, page 16 amount of 499 and the 12/31/08 actual amount of 455).

DOD-IR-122

HR Suite Project.

- (a) Provide all information HECO relied upon for a 12 year amortization period.
- (b) Please identify each item of software and systems that the HR Suite would replace.
- (c) For each item identified in response to part b, please identify when it was first placed into service.
- (d) What does HECO anticipate would happen at the end of year 12 of the amortization period that would render the HR Suite unusable?
- (e) Explain in detail the employee self-service function of the HR Suite.
- (f) Is the employee self-service component expected to produce any cost savings? If not, explain fully why not. If so, please identify the anticipated cost savings.
- (g) Is the HR Suite expected to be more efficient than the current systems HECO is using? If not, explain fully why not. If so, please identify, quantify and explain the efficiency improvements that the HR Suite will produce.
- (h) Please show in detail the monthly amounts of AFUDC and how the monthly amounts of AFUDC for the HR Suite Project were calculated. Provide the AFUDC details for the period commencing with the first accrual of AFUDC for this project through the anticipated completion date.
- (i) Please provide a history of the cost overruns and budget increases related to the HR Suite Project from its inception through 2009.
- (j) Please provide a history of the slipped deadlines and project delays related to the HR Suite Project from its inception through 2009.
- (k) Does HECO or HEI management take any responsibility for any of the cost overruns and budget increases related to the HR Suite Project from its inception through 2009? If not, explain fully why not. If so, please identify, quantify and explain the cost overruns and budget increases that have been incurred for the HR Suite Project for which management has taken responsibility.

HECO Response:

- (a) In Decision and Order No. 23413, issued on May 3, 2007 in the HR Suite proceeding, Docket No. 2006-0003, page 25, the Commission concluded “that the Parties’ Letter Agreement, taken as a whole, is just and reasonable, and should be approved.” In addition, the Commission approved the “Applicant’s requests, as set forth in the Application and more specifically reflected and amended in the Parties’ Letter Agreement, to defer certain computer development costs of the HR Suite Project, accumulate an AFUDC on the deferred

costs during the deferral period, amortize the deferred costs over twelve years, and include the unamortized deferred costs in rate base.”

The amortization period of twelve years is consistent with the amortization period approved by the Commission for other software development projects including HECO’s Outage Management System in D&O No. 21899 filed in Docket No. 04-0131, and Customer Information System in D&O No. 21798 in Docket No. 04-0268.

- (b) A list of software and systems that the HR Suite would replace is provided in Attachment 1 of this response.
- (c) See Attachment 1.
- (d) The Companies anticipate that the software will be maintained and upgraded to retain the viability of the HR Suite software application. However, unforeseen circumstances may occur such as a change in the technology, a change in the business direction of the vendors that could affect the product and services, business failure or bankruptcy, acquisition by another vendor, or contract issues, any of which could render the HR Suite unusable.
- (e) The Oracle Self-Service Human Resources will provide employees direct access to web pages to maintain their personal information, select benefits options, designate dependents and beneficiaries, enroll in learning and training classes, manage their competency profiles, and apply for jobs. Managers will be able to perform operational processes such as generating offers to job applicants, processing terminations and participating in review and approval processes.

A list of employee and manager self-service functions is provided in Attachment 2 of this response.
- (f) The companies have not quantified any cost savings associated with the benefits of a new HR Suite including the employee self-service component. However, the companies note that

there are material benefits that are not easily quantifiable, as typical in the utility industry.

Efforts to replace the Human Resources Management System are generally not undertaken to deliver costs savings, but to meet needs that are not currently supported by the current systems. These needs include providing new system functionality necessary to support human resources requirements or to mitigate the risk technology obsolescence and system failure. The HR Suite project will improve the delivery of human resources services by providing the capability to:

1. replace multiple disparate systems and applications with an integrated system with expanded human resources functionality;
2. automate manual processes (currently handled on non-integrated Excel spreadsheets and Microsoft Access™ (“MS Access”) databases) such as compensation administration, leave management, tracking of safety equipment/apparel, and transportation type benefits;
3. replace outdated systems or manual processes and provide immediate access to information with online employee and management self-service;
4. improve efficiencies and accuracy in data maintenance and management;
5. reduce costs related to system changes as a result of new or changing legislation; and
6. improve system security and tracking.

(g) See the response to item (f) above. In addition, see the response to CA-IR-23 in Docket No. 2006-0003, filed on March 2, 2006, which is provided in Attachment 3 of this response.

(h) The monthly amounts of AFUDC and the calculation are shown on page 1 of Attachment 4 of this response. Also provided on page 2 of Attachment 4 is the calculation of the amortization of deferred costs that was included in the update to HECO T-13, Attachment 11.

- (i) This information has been reported in detail in Docket No. 2006-0003 in the Interim

Supplemental Reports dated December 14, 2007, May 27, 2008, June 27, 2008, and

December 12, 2008. In summary, a history of the total project cost increases are provided below.

Date Filed/Received	Description	Est. Total Project Cost	Explanation
January 3, 2006	Application filed – Docket No. 2006-0003	\$5,656,000	
May 3, 2007	Decision & Order No. 23413 received	\$6,341,113	Cost increase attributed to additional hardware, software, consulting services and labor hours.
December 14, 2007	HECO/HELCO/MECO Human Resources Suite System Interim Supplemental Report filed		See Attachment 5, pages 4-7.
May 27, 2008	HECO/HELCO/MECO Human Resources Suite System Interim Supplemental Report filed		See Attachment 6, pages 4-7.
June 27, 2008	HECO/HELCO/MECO Human Resources Suite System Interim Supplemental Report (Amended) filed		See Attachment 7, pages 4-7.
December 12, 2008	HECO/HELCO/MECO Human Resources Suite System Notification Letter filed		See Attachment 8, pages 5-8.

- (j) This information was provided in detail in Docket No. 2006-0003 in the Interim

Supplemental Reports dated December 14, 2007, May 27, 2008, June 27, 2008, and

December 12, 2008. In summary, a list of activities related to changes in project deadlines and delays is shown below.

Date	Activity
January 3, 2006	Application filed – Docket No. 2006-0003
May 3, 2007	Decision & Order No, 23413 received
July 2007	Project initiated. Implementation go-live targeted for June 2008
July – October 2007	Conducted software functionality review and confirmation; analysis of requirements and gaps; scope of work and project schedule with system implementer
October - November 2007	Released original system implementer from project and initiated process to select new system implementer
December 2007	Filed HECO/HELCO/MECO Human Resources Suite System Interim Supplemental Report informing the PUC of the software selection, project schedule and costs. Project implementation go-live targeted for April 2009
November 2007 – February 2008	Conducted selection of new system implementer, including issuance of RFP, presentations by and interviews of final candidate companies, evaluation and selection of new system implementer.
February – April 2008	Contract negotiations and development of Statement of Work, including preliminary analysis of required resources, project schedule, and functional and technical requirements.
May 2008	Filed HECO/HELCO/MECO Human Resources Suite System Interim Supplemental Report informing the PUC of the new system implementer and updated project costs. Project implementation go-live remained targeted for April 2009
December 2008	Filed HECO/HELCO/MECO Human Resources Suite System Notification Letter informing the PUC of the change in project schedule and costs. Project schedule implementation in two phases with phase 1 go-live targeted for April 2009 and phase 2 go-live targeted for August 2009

(k) HECO objects to this question as it is argumentative. In addition, HECO objects to this question as it is vague and ambiguous to the extent the question does not explain what “take any responsibility” means. Without waiving the foregoing objections, HECO provides the following response. In accordance with the reporting requirements in Decision and Order No. 23413 in Docket No. 2006-0003, HECO has reported on cost increases in the HR Suite Project. These reports were filed on December 14, 2007, May 27, 2008, June 27, 2008, and December 12, 2008 in Docket No. 2006-0003.

Human Resource Information Processes at the Companies

Below is the collection of HR systems, tools and applications, including off-line spreadsheets, which comprise the HR Processes at the Companies¹:

System name	Supported HR function(s)	Source	In Service Date	Replaced by Oracle? (Y or N)
Ellipse (HR Module)	The Human Resource Management module within the Ellipse system is used to manage the personnel resources and to generate payroll.	Commercially purchased	October 2003	N
Data Access and Reporting Server (DARS)	DARS provides a repository for storing legacy human resources data dating back to 1999. DARS tables are updated nightly with current HR data from Ellipse. Using HECO's Intranet, users can view pre-written reports, submit requests for a pre-written report but with specific selection criteria defined, or execute ad hoc queries for data extraction into spreadsheets and other tools for reporting and analysis.	Internally developed	December 1999	Y, only HR reports
Performance Development System (PDS Pro)	PDS Pro helps automate the performance appraisal process. PDS Pro is available via the HECO Intranet and via the secured connections over the public Internet. PDS Pro is used to compare job performance with departmental and corporate strategic goals, identify areas of improvement, and link performance to pay for merit employees.	Internally developed	June 2004	N
Supervisor On-Line (SOL)	Supervisor On-Line provides information and access to programs and tools specifically for managers and supervisors.	Internally developed	January 2002	N

¹ The contents of the System name, Supported HR function(s), and Source columns are identical to Exhibit F of the Human Resources Suite System application filed in Docket No. 2006-0003 on January 3, 2006.

System name	Supported HR function(s)	Source	In Service Date	Replaced by Oracle? (Y or N)
HECO.com	HECO.com is the public Internet site of Hawaiian Electric Company. For Corporate Excellence, it provides public access to the Careers Jobs Online page. Jobs Online provides a posting of available jobs within HECO, with access to electronic job application forms. Specific jobs are also supplemented by Net Select (see next item).	Internally developed	June 2004	Y, only the Jobs Online page
Net Select	Net Select is provided by an outside application service provider (Manpower). Net Select is used on certain jobs to "rank" job applicants according to their responses to an online questionnaire attached to the electronic application form.	Application service provider	December 2003	Y
Talent and Assessment Development Program (TAD)	The Talent Assessment and Development Program is intended to integrate HR data from various sources to assist with identifying and developing individuals for key positions throughout the company.	Internally developed	September 2002	N
Salary Administration (SALAD)	The Salary Administration (SALAD) tool is used to assist in the annual merit increase process and in the merit mid-year salary adjustment.	MS Access and Excel spreadsheets	January 1986	Y

System name	Supported HR function(s)	Source	In Service Date	Replaced by Oracle? (Y or N)
People-Trak	People-Trak provides the job applicant tracking reports mandated by the Office of Federal Contract Compliance Programs (OFCCP). As a federal contractor with more than 50 employees, the Companies are required to file an Equal Employment Opportunity (EEO) report and Affirmative Action Program (AAP).	Commercially purchased	November 2000	Y
Corporate Training Registration	The purpose of the Corporate Training Registration application is to track training registrations of employees.	Excel spreadsheets	NA	Y
Tesseract	Tesseract is used to manage and maintain welfare benefit enrollments for employees & retirees, dependent & beneficiary information, calculate & account for the allowance, deductions and premiums.	Commercially purchased	September 1991	Y
HR Edge	HR Edge maintains eligibility and calculates pension benefits and maintains records on all employees and retirees at the Utilities. This system will not be replaced by HR Suites.	Commercially purchased	October 2001	N
PREpare	PREpare is a retirement financial planning tool for employees. It is linked to HR Edge and will not be replaced by HR Suites.	Commercially purchased	June 2000	N
Benefits On-Line Enrollment (BOE)	BOE is a web based open enrollment application available on the Internet and intranet. The application checks eligibility, records required certifications and enrollments and provides confirmation.	Internally developed	November 2001	Y

System name	Supported HR function(s)	Source	In Service Date	Replaced by Oracle? (Y or N)
Benefits Adm (Even)	Benefits Adm (Even) is a web based Administrator's application for even year open enrollment. The application allows the administrator to check enrollment activity, certifications, employees without email accounts that need paper confirmations, State Medical Waiver file and identifies enrollments that need to be manually defaulted.	Internally developed	November 2001	Y
Benefits Adm (Odd)	Benefits Adm (Odd) is a web based Administrator's application for odd year open enrollment. The application allows the administrator to check enrollment activity, certifications, employees without email accounts that need paper confirmations, State Medical Waiver file and identifies enrollments that need to be manually defaulted.	Internally developed	November 2001	Y
Reporter	Reporter extracts enrollments and other data and produces files for management reporting, surveys, audits and other uses.	Internally developed	June 2003	Y
Ellipse HR Update Tesseract	The update from Ellipse HR to Tesseract takes an extract of HR data from Ellipse compares it to a prior extract to identify changes. These changes are then formatted and loaded in Tesseract. There are edit reports that identify the changes and errors that could not load.	Internally developed	October 2003	Y

System name	Supported HR function(s)	Source	In Service Date	Replaced by Oracle? (Y or N)
Ellipse PR Update Tesseract	The update from Ellipse payroll to Tesseract takes an extract from payroll, formats it and loads it into Tesseract.	Internally developed	October 2003	Y
Tesseract to Payroll	The bill file from Tesseract is formatted and sent to Ellipse payroll	Internally developed	October 2003	Y
Fidelity Update	Fidelity Update takes extracted data from Ellipse HR and Tesseract and compares it to a prior file to determine eligibility status and changes.	Internally developed	October 2003	Y
Pension Update	Pension Update takes extracted data from Ellipse HR & payroll and Tesseract, compares it to a prior file to determine reportable status, additions and changes.	Internally developed	October 2003	Y
LTC Update	LTC Update takes extracted data from Ellipse HR and Tesseract and compares it to a prior file to determine status and changes. Twice a year the compare identifies newly eligible employees.	Internally developed	January 2005	Y
LTC Payroll	Unum sends a deduction file and this file is compared with the prior file and an extract of eligible employees. Any discrepancies are clarified with Unum and then the file is reformatted and loaded into Tesseract. The Tesseract billing process is used to send the file to Ellipse payroll.	Internally developed	January 2005	Y
Carrier Enrollments	Tesseract's carrier process produces an enrollment file. A extract of dependent data is created. These two data files are reformatted into EDI formats (different versions for each carrier) and then sent to the carrier in some secured process.	Internally developed	September 1991	Y

System name	Supported HR function(s)	Source	In Service Date	Replaced by Oracle? (Y or N)
Group Life	Group life enrollment and coverage data is extracted from Tesseract and put into spreadsheets. These files and spreadsheets are used to produce the payments request to the carrier.	Internally developed & Excel spreadsheets	September 1991	Y
LTD	LTD takes an extract from Ellipse HR and identifies the eligible covered and maximum covered payroll and is put into spreadsheets. These files are used to calculate the premium due.	Internally developed & Excel spreadsheets	October 2003	Y
Premiums for Non-regular employees and employees on leave of absence	Benefits for non-regular employees and employees on unpaid LOA are tracked manually on spreadsheets. The premiums for these coverages are reported separately to carriers and added to the system generated totals for payment requests.	Excel spreadsheet	NA	Y
Postretirement Reimbursements and Deductions	Reimbursement and deductions for retirees, dependents and survivors are maintained manually on spreadsheets for authorizations to Trustee.	Excel spreadsheet	NA	Y

System name	Supported HR function(s)	Source	In Service Date	Replaced by Oracle? (Y or N)
FMLA & HFLA Monitoring	Leave Absence days are recorded & entered into a spreadsheet for monitoring the leave periods taken for FMLA/HFLA. This also involves checking and verifying with Ellipse HR and running reports out of DARS. Subsequent updates of the spreadsheet are required every two weeks.	Excel spreadsheet	NA	Y
New Employee Orientation (NEO) and Field Orientation Registration	This system allows courses to be defined (location, date/time, maximum number of attendees, etc.). It also allows employees to register for a class, and keeps track of the number of attendees. When class is to be held, admins can print off a roster of attendees for use as a Sign In attendance sheet.	Internally developed (MS Access)	2000	Y
Change of Address	Provides an online "form" for employee to indicate current and future primary residence as well as mailing addresses. Constructs an email that is routed to several individuals in various departments that do follow-up activity upon receipt. Provides sender with a receipt indicating date of notification, as well as a link to the appropriate Emergency Contact form (depending on which company they are employed by).	Internally developed (MS Access)	2000	Y
Job Vacancy Notifications (internal job posting)	Automates the posting of internal job vacancies, allows employees to view and apply online, including uploading of their prepared resumes. Posted jobs will be automatically removed after end date has lapsed.	Internally developed (MS Access)	2000	Y

System name	Supported HR function(s)	Source	In Service Date	Replaced by Oracle? (Y or N)
Merit Internal Equity	Evaluate internal pay equity for merit employees	Excel spreadsheets	NA	Y, for Ellipse interface only
Bargaining Internal Equity	Evaluate internal pay equity between merit and BU employees with comparable jobs	Excel spreadsheets	NA	TBD
Supervisor Compression	Evaluate pay differential between 1st line supervisors and BU employees	Excel spreadsheets	NA	Y
Salary Surveys	Analyze external salary survey data to develop competitive pay ranges	Excel spreadsheets	NA	Y
Executive Rewards	Maintain history of executive compensation rewards	Excel spreadsheets	NA	Y
Incentive Compensation	Capture and report on incentive awards and bonuses	Excel spreadsheets	NA	Y
Recordkeeping Absences	Record absences daily via data generated from Third Party Vendor for Call Center	Renaissance	April 2002	Y
Call Center Contacts	Maintain Contact List for all departments by RA code for receiving notification of absences from the Call Center	Excel spreadsheets	April 2002	N
Leave /Pay Reconciliation	Reconcile Leave absence time with Ellipse each pay period and enter data	Renaissance	January 1999	N
Absence Monitoring	Compile data for continuing illness report by running reports from DARS and Ellipse	Excel spreadsheet	April 2002	Y

System name	Supported HR function(s)	Source	In Service Date	Replaced by Oracle? (Y or N)
Enrollment Form	Excel spreadsheet allows users to run visual basic macros to extract data from Tesseract to print a personalized enrollment form for employees who become newly eligible or have a life style change, e.g. birth, death.	Internally developed	April 2003	Y
Transportation Benefits Management	Integration of multiple transportation benefits through a web application for employee enrollment. Application automates deductions to Payroll, invoicing to Acct. Payable and updates Parking and vehicle assignments.	Internally developed	2002	TBD
Processing Data Files for outsourced recordkeeping	Files to vendors are formatted and sent through secured processes using a scheduler. See items # 21, 22, 23, 25.	Internally developed	2000 - 2002	N
Safety Awards	Tracking employees' safety accomplishments for incentive awards.	Excel spreadsheet	NA	TBD
Safety Shoes	Tracking safety shoes allowances for employees and reporting expenses to dept. for usage.	Internally developed	July 2003	TBD
Physicals	Tracking and monitoring employees for required physicals.	Excel spreadsheet	NA	TBD
CDL licensing	Tracking and monitoring employees for required CDL licensing.	Internally developed	2000	TBD
Employee Recognition	A web application allowing employees selection of service awards (time incentive). Database integrating performance measures (incidences, loss time, performance, community service) from different sources for recognition evaluation.	Internally developed	2000	N
Apprentice Training	Tracks progress and scores of apprentices.	Excel Spreadsheet	NA	TBD
Attendance Improvement Program	Tracks loss time occurrences by calendar year.	Excel Spreadsheet	NA	TBD

System name	Supported HR function(s)	Source	In Service Date	Replaced by Oracle? (Y or N)
Parking System	Interfaces with Ellipse HR and tracks parking assignments and waiting lists.	Internally developed	February 2004	TBD
Security - ID Card	Issues security ID cards that provide employees access to Company property.	Commercially purchased	Nov-01 Dec-04 Jan-02 Sept-03 Sept-04 Jan-06	N
Grievance / Arbitration	Track grievances through the process to include arbitrations	MS Word Table	NA	N

HR Suite - Self Service Functions

Module (Application)	Function/Process	Activity
Employee Self Service	Life Event Management	ESS-Change Benefits Options
		ESS-Add a Contact (for Benefits Enrollment)
	Profile Information	ESS-Update an Address
		ESS-Add an Emergency Contact
		ESS-Add Basic Details
		ESS-Add Qualifications
		ESS-Add Award
		ESS-Add a Resume
	Employee Self Service	ESS-Use the Employee Views Feature
		ESS-Enter Leave of Absence
		ESS-Saved Actions
		ESS-Release Employee Information
		ESS-Apply for a Job
		ESS-Manage Employee Reviews
		ESS-Update Special Information Types
	Training & Development	ESS-Manage Events and Bookings
	Employee Skills & Competencies	ESS-Use the Suitability Matching Feature
		ESS-Create a Competence Profile
Module (Application)	Function/Process	Activity
Manager Self Service	Overview	MSS-Use the Standard Features of Manager Self Service
		MSS-Process Actions Awaiting Your Attention
		MSS-Perform Manager Actions (Approvals, Reviews)
	Hiring	MSS-Enter a New Hire into Manager Self Service
		MSS-Transfer an Employee
		MSS-Place a Contingent Worker
	Profile Information	MSS-Change an Address
		MSS-Add Basic Details
		MSS-Add a Contact
		MSS-Add Education and Qualifications
		MSS-Add Other Professional Qualifications
		MSS-Add a Resume
		MSS-Set Employee Work Preferences
		MSS-Update an Employee's Competency Profile
		MSS-Review Employee Information
		MSS-Change an Employee's Job
	Manager Self Service	MSS-Change an Employee's Manager
		MSS-Change an Employee's Cost Center, Location, and Manager
		MSS-Perform a Worker Status Change
		MSS-Enter a Leave of Absence Request
		MSS-Release Employee Information
		MSS-Terminate an Employee
		MSS-Change an Employee's Benefits
	Reviews and Appraisals	MSS-Create an Employee Appraisal
		MSS-Use the Suitability Matching Feature
	Miscellaneous Information	MSS-Enter Special Information
		MSS-Update an Employee's Tenure Status
		MSS-Enter Events and Bookings
		MSS-Create What-If Scenarios

CA-IR-23
DOCKET NO. 2006-0003
PAGE 1 OF 2

CA-IR-23 Ref: Application.

- a. Please identify the major reasons supporting the proposed project, in order of priority from the Companies' perspective.
- b. If not already discussed, please confirm or correct the following: based on the application, it appears that there are many opportunities to improve processes to make more efficient and reduce costs incurred by the Companies. Reducing overall cost is not, however, the primary driver for the proposed project.
- c. If not already discussed, please confirm or correct the following: the primary driver for the proposed project is to replace the outdated system with a system that will meet the Companies' functional requirements.
 1. From the perspective of meeting functional requirements, please discuss whether the Companies have clearly identified business goals and performance and/or functional levels by which to gauge the success of any solution that is implemented.
 - (a) If so, please identify where those benchmarks and levels have been defined and quantified in the application.
 - (b) If so, please confirm that the Companies have included a process by which to evaluate the success of any implemented solution against the defined and quantified goals and describe that process.
 2. If the primary driver is meeting functional requirements, but the Companies have not identified various benchmarks and acceptable performance levels or ranges, please discuss how the Company evaluated the responses to the RFP and how the Company will assess the success of any implemented solution.

HECO Response:

- a. The primary reasons for consideration of the HR Suite are: 1) the ability to provide almost 96% of the HR, Compensation, Benefits, and Leave Management current and future functional needs, as stated on page 42 of the Application, enabling HR to provide improved services to employees and management, 2) provides integration between the four functional categories with a single, central database for employee information that increases data integrity and also reduces the interface maintenance between systems and redundant keying of information, 3) provides a change in technical architecture that will improve the functionality

and usability of the new system by providing point and click browser based access to authorized information via the Companies' intranet or Internet as determined by security profiles improving efficiency of the Companies' workforce, and 4) vendor support will be provided for a proven product with vendor accountability to address problems.

- b. In the search for existing systems, it became apparent that there are many opportunities for increased functionality and providing improved service to the Companies' workforce.

However, reduced cost is not the primary driver for the HR Suites Project. The Companies sought to balance cost considerations with other system needs when evaluating alternatives for this project.

- c. 1. The Companies' business goals include a reduction in processing time, response time, and improvements to services provided to employees and management. As an example, with the new system the expectation is that there will be an increase in the number of internal and external applicants for jobs and a reduction in the time for filling jobs due to on-line 24/7 system availability.
 - (a) Exhibit E of the Application includes a listing of the future state expectations from the HR Suite on page 19 and a listing of functional requirements on pages 36-40.
 - (b) The process used to evaluate success includes the balanced scorecards to track, measure and report performance and results.
- 2. See response to c., part 1.(a) above.

AFUDC Schedule (HECO) - HR Suite Project

Project Code	Month	a Beginning Balance	b Non-Billable Deferred	c Sub-Total (a + b)	d HECO AFUDC Rate	e Actual AFUDC amount ¹	f Forecasted AFUDC amount ¹ (c x d)	g Total AFUDC Amount (e + f)
P0001010 Phase 1	Sep-07		\$ 19,719		0.000%	\$ 66		\$ 66
	Oct-07	\$ 19,719	\$ 44,568	\$ 42,002	0.000%	\$ 283		\$ 283
	Nov-07	\$ 64,286	\$ 6,280	\$ 67,426	0.000%	\$ 454		\$ 454
	Dec-07	\$ 70,566	\$ 477	\$ 70,805	0.000%	\$ 477		\$ 477
	Jan-08	\$ 71,043	\$ 598,916	\$ 370,501	0.675%	\$ 2,492		\$ 2,492
	Feb-08	\$ 669,959	\$ 5,663	\$ 672,791	0.675%	\$ 4,526		\$ 4,526
	Mar-08	\$ 675,622	\$ 21,153	\$ 686,199	0.675%	\$ 4,616		\$ 4,616
	Apr-08	\$ 696,775	\$ 14,238	\$ 703,894	0.675%	\$ 4,735		\$ 4,735
	May-08	\$ 711,014	\$ 80,280	\$ 751,154	0.675%	\$ 5,053		\$ 5,053
	Jun-08	\$ 791,294	\$ 56,065	\$ 819,326	0.675%	\$ 5,512		\$ 5,512
	Jul-08	\$ 847,359	\$ 98,584	\$ 896,651	0.675%	\$ 6,031		\$ 6,031
	Aug-08	\$ 945,943	\$ 36,945	\$ 964,415	0.675%	\$ 6,488		\$ 6,488
	Sep-08	\$ 982,887	\$ 53,501	\$ 1,009,638	0.675%	\$ 6,792		\$ 6,792
	Oct-08	\$ 1,036,388	\$ 68,904	\$ 1,070,840	0.675%	\$ 7,204		\$ 7,204
	Nov-08	\$ 1,105,293	\$ 882,915	\$ 1,546,750	0.675%		\$ 10,441	\$ 10,441
	Dec-08	\$ 1,998,648	\$ 567,048	\$ 2,282,172	0.675%		\$ 15,405	\$ 15,405
	Sub-Total	\$ 10,686,796	\$ 2,555,256	\$ 11,954,564		\$ 54,730	\$ 25,845	\$ 80,575
	Jan-09	\$ 2,581,101	\$ 276,157	\$ 2,719,180	0.674%		\$ 18,327	\$ 18,327
	Feb-09	\$ 2,875,586	\$ 266,451	\$ 3,008,811	0.674%		\$ 20,279	\$ 20,279
	Mar-09	\$ 3,162,316	\$ 203,260	\$ 3,263,946	0.674%		\$ 21,999	\$ 21,999
	Apr-09	\$ 3,387,575	\$ 145,562	\$ 3,460,356	0.674%		\$ 23,323	\$ 23,323
	Sub-Total	\$ 12,006,578	\$ 891,430	\$ 12,452,293		\$ -	\$ 83,928	\$ 83,928
	Total P0001010	\$ 22,693,373	\$ 3,446,686	\$ 24,406,857		\$ 54,730	\$ 109,774	\$ 164,504
P0001712 Phase 2	9-May		\$ 156,045	\$ 78,023	0.674%		\$ 526	\$ 526
	9-Jun	\$ 156,045	\$ 205,586	\$ 258,838	0.674%		\$ 1,745	\$ 1,745
	9-Jul	\$ 363,375	\$ 77,190	\$ 401,970	0.674%		\$ 2,709	\$ 2,709
	9-Aug	\$ 443,274	\$ 6,494	\$ 446,521	0.674%		\$ 3,010	\$ 3,010
	Total P0001712	\$ 962,695	\$ 445,314	\$ 1,185,352			\$ 7,989	\$ 7,989
Total Project		\$ 23,656,068	\$ 3,892,000	\$ 25,592,209		\$ 54,730	\$ 117,763	\$ 172,493

Amounts are rounded which may cause differences in totals.

¹ The monthly AFUDC amount = (the total non-billable deferred costs accumulated up to the end of previous month, including AFUDC + (the current month's non-billable deferred costs / 2)) * the current monthly AFUDC rate

HR Suite Amortization for TY 2009 (HECO)

	a	b	c	d
Project Code	Implementation Date	Total Deferred Cost	Amortization Period (months) ²	Monthly Amortization (b/c)
P0001010 Phase 1	April-09	\$ 3,556,460	144	\$ 24,698
P0001712 Phase 2	August-09	\$ 453,303	144	\$ 3,148
Total Deferred Amount		\$ 4,009,763 ¹		

Amortization Schedule (HECO)			
	P0001010	P0001712	Total
May-09	\$24,698		\$24,698
Jun-09	\$24,698		\$24,698
Jul-09	\$24,698		\$24,698
Aug-09	\$24,698		\$24,698
Sep-09	\$24,698	\$3,148	\$27,846
Oct-09	\$24,698	\$3,148	\$27,846
Nov-09	\$24,698	\$3,148	\$27,846
Dec-09	\$24,698	\$3,148	\$27,846
Total	\$197,581	\$12,592	\$210,173

Notes:

¹ HECO T-13 Update, Attachment 10, page 2.

² Decision and Order No. 23413, May 3, 2007, Docket No. 2006-0003, page 25.

Attachments 5-8 are voluminous and available for inspection at HECO's Regulatory Affairs Division office, Suite 1301, Central Pacific Plaza, 220 South King Street, Honolulu, Hawaii. Please contact Dean Matsuura at 543-4622 to make arrangements to inspect the documents. Electronic copies of the requested information are being provided.

DOD-IR-123

Wind study. Refer to HECO T-14 update, page 3 of 28, \$925,000 Rate Case Update for Total Oahu Wind Study Phase I.

- (a) Has this study commenced? If not, explain fully why not.
- (b) Was any work product produced from the \$72,000 amount identified for 2008? If not, explain fully why not. If so, please identify and provide the work product.
- (c) Was a Phase I conducted for a Maui Wind Study (Maui Phase 2 for \$75,000 is now being allocated to HECO as Oahu Wind Study Phase I)? If not, explain fully why not. If so, please identify and provide the work product from Maui Phase 1.
- (d) What happened to Maui Wind Study Phase 2? Why was this determined to be unnecessary and/or deferrable? Explain fully.
- (e) What is the HNEI/USDOE cost share for \$176,000 and why is HECO proposing to charge ratepayers for it? Explain fully.
- (f) What specific work was included in the HECO-original estimate of \$352,000? Identify, quantify and explain such work.
- (g) What additional or incremental work is included in the TY 2009 Adjustment of \$250,000? Identify, quantify and explain such work.
- (h) What use has HECO made of data from existing wind generation sites in the continental U.S. or elsewhere? Explain fully.
- (i) What tangible work products does HECO anticipate receiving for the \$925,000? List and describe each of them.

HECO Response:

The first work product requested in part b is not a work product in the traditional sense. Please see response to part a for details. The work product requested in part c consists of two work products. The first work product is a computer simulation which requires a proprietary license from GE to access. The second work product is voluminous and available for inspection at HECO's Regulatory Affairs Division office, Suite 1301, Central Pacific Plaza, 220 South King Street, Honolulu, Hawaii. Please contact Dean Matsuura at 543-4622 to make arrangements to inspect the requested information. (An electronic copy of the second work product in part c, Maui Electrical System Simulation Model Validation report (410 pages), is being provided as Attachment 1 of this response under Protective Order approved and filed on November 21, 2008 in this proceeding.)

- a. Yes. The work for the Oahu Wind Study (a.k.a. Oahu Electric System Analysis) Phase 1 commenced in late 2008.
- b. The actual amount expended in 2008 for work on Task 1 of this study was \$47,841 as explained in HECO's response to CA-IR-350. The expense for Task 1 is also shown in the table at HECO T-14 Rate Case Update, Attachment 5 (confidential, submitted under Protective Order approved and filed on November 21, 2008 in this proceeding), page 15, which describes Task 1 as Joint Data Review Input (Tollgate #1).

Part (b) of this request asks HECO to identify and provide the work product from Task 1. However, Task 1 did not contemplate a "work product" in the sense of a report or written analysis. Rather, the intent of Task 1 was for HECO to gather data requested by the contractor, GE Global Research ("GE"), and for the contractor to input the data provided by HECO. These first steps are essential to the later completion of Tasks 2 through 5 which include deliverables, i.e., work product, from the contractor. Tasks 2 through 5 and the corresponding deliverables are described in the table at HECO T-14 Rate Case Update, Attachment 5, page 15.

Task 1 began with the contractor's detailed data request which is provided at HECO T-14 Rate Case Update, Attachment 5, pages 25 and 26 (GE Global Research proposal, Appendix 2). During the data collection, HECO and the contractor conferred on an on-going basis. As data were sent by HECO, the contractor reviewed the data, inputted some of the data in the computer program, asked clarifying questions, requested additional data and continued to input and refine the computer simulation program. The data were collected

from the System Operation, Power Supply Operations & Maintenance, System Planning and Power Purchase departments within the Company.

- c. Yes. Phase 1 for the Maui Wind Study was conducted and completed in late 2008.

(Regarding Phase 2 of the Maui study, please refer to the response to part d., below.) The work products were a computer simulation by GE and a final report of the study (Task 4). The computer simulation requires a proprietary license from GE to access and view. The final report discussed results of the computer simulation. The report, Maui Electrical System Simulation Model Validation ("Final Report"), is voluminous (410 pages). Page i of the Final Report prepared by GE contains the legend, "The information provided in this report is covered under the GE/HECO/MECO Non Disclosure Agreement." Page ii of the Final Report contains the legend, "Copyright©2008 GE. All rights reserved CONFIDENTIAL Proprietary Information Do Not Copy without written consent from GE." Subject to the Protective Order approved and filed on November 21, 2008 in this proceeding, the Final Report is available for inspection at HECO's Regulatory Affairs Division office, Suite 1301, Central Pacific Plaza, 220 South King Street, Honolulu, Hawaii. Please contact Dean Matsuura at 543-4622 to make arrangements to inspect the requested information. HECO is providing an electronic copy of this report as Attachment 1 of this response .

- d. As explained in HECO's response to CA-IR-160, because of a development that occurred in another proceeding before the Commission after the submission of direct testimony in the instant docket, the Phase 2 study will not take place. In Docket No. 2008-0021, an agreement ("Agreement") was reached that resolved the issues raised in the Verified Complaint and Petition of UPC Hawaii Holdings, LLC and Kaheawa Wind Power II, LLC filed on February 6, 2008. A wind integration study will be done pursuant to the Agreement, the

terms of which are confidential pursuant to Protective Order No. 24233 (filed May 16, 2008).

GE, MECO, HECO, and HNEI will complete all outstanding work activities and products related to Tasks 1-5 of Phase 1. The work products (models) developed by GE in Phase 1 will be applied to the analytical work and applications as provided in the confidential Agreement.

- e. HECO is not proposing to charge ratepayers for the \$176,000 HNEI/USDOE cost share funds. USDOE funds are available to cost share for this study and are being used in Tasks 1 (joint input data) and 2 (data evaluation). Refer to T-14 Update Attachment 5, page 15, for information on the tasks, budget and cost-sharing. The total cost for Oahu Wind Study Phase 1 is \$925,000, in which HECO plans to fund \$749,000 and HNEI/USDOE funding the balance of \$176,000. Refer to the Company's responses to CA-IR-161 and CA-IR-162 for more information on the cost sharing of this project. Additional information regarding the \$176,000 HNEI/USDOE cost share funds is provided in HECO's response to CA-IR-352.
- f. Refer to HECO T-14, page 36, for the original general scope of work planned for the Oahu Wind Study Phase 1. The original estimate of \$356,000 was based on the Company's estimated Phase 1 costs of the Maui Wind Study. At that time, HECO had requested a price quotation for an Oahu wind study from GE but had not received an estimate.
- g. The \$250,000 adjustment does not relate to any specific work activity. It is due to the overall much higher cost of the Oahu Wind Study Phase 1. Please see HECO's response to CA-IR-161, subpart b, in which the Company discussed its request to GE to provide reasons for the substantial cost differences between the Maui and Oahu Phase 1 studies. Attachment 2 to the Company's CA-IR-161 response provides GE's explanations for the substantial cost increase.

- h. HECO is continuously monitoring wind projects on the mainland. HECO is a member of the Utility Wind Integration Group (UWIG) and has made presentations to this group in the past. HECO utilities are different from mainland utilities. HECO utilities are smaller and do not have the benefit of a fully integrated electrical grid with interstate backup and support. Thus, the high wind penetration on the neighbor islands makes utility operation a challenge to integrate this intermittent renewable resource. These wind studies are being conducted to help the HECO utilities understand wind farm operation and how it can be integrated into the electrical grid in a safe and reliable manner. The mainland utilities are monitoring the HECO utilities' progress in integrating large amount of renewable wind energy and penetration as their own wind penetration increases which will impact their utility operations. The HECO utilities are at the cutting edge of high wind penetration on the utility electrical grid. The federal government is participating and mainland utilities are watching how we address the wind penetration issues.
- i. Tasks 2 through 5 and the corresponding deliverables are described in the table at HECO T-14 Rate Case Update, Attachment 5, page 15.

Attachment 1 contains confidential information and is provided subject to the Protective Order filed on November 21, 2008 in this proceeding.

Attachment 1 is voluminous and available for inspection at HECO's Regulatory Affairs Division office, Suite 1301, Central Pacific Plaza, 220 South King Street, Honolulu, Hawaii. Please contact Dean Matsuura at 543-4622 to make arrangements to inspect the document. An electronic copy of the requested information is being provided.

DOD-IR-124

Rent expense increase. Has the economic downturn resulting from the financial crisis enabled HECO to negotiate and obtain more favorable rental rates at any of the office space it is currently leasing or for the additional office space it anticipates needing in 2009 for additional staffing? If not, explain fully why not. If so, please identify, quantify and explain how the rental rates for leased office space used by HECO in its filing and update incorporate and reflect the deals available as a result of the economic downturn.

HECO Response:

This response includes confidential tenant improvement allowance information. Public disclosure of this information might harm the Company's future lease negotiation position. Therefore, this information is submitted subject to the Protective Order approved and filed on November 21, 2008 in this proceeding.

Based on lease proposals received in October and November of 2008 (Attachments 2 to 4 of the Rate Case Update for HECO T-14), the quoted rental rates of office space in the Downtown and Ward Avenue areas do not appear to be impacted by the economic downturn. These rates are comparable to the rental rates prior to the economic downturn. Refer to Attachment 2 of HECO's response to CA-IR-344 for an update of HECO's rent expense exhibit. However, the Central Pacific Plaza proposal (Attachment 3 of the Rate Case Update for HECO T-14) does reflect a higher tenant improvement allowance, which is significantly higher than in previous renegotiations (from approximately [REDACTED] per square foot to [REDACTED] per square foot).

See also the Company's response to DOD-IR-125, subpart a, and footnote 2 for additional information and discussion on the Honolulu office rental market.

DOD-IR-125

Rent expense increase.

- (a) Does HECO have any information on how rental rates for office space on Oahu have been impacted by the economic downturn and/or how they have changed in 2008 or are anticipated to change in 2009? If so, please identify, quantify and explain the impact and trends on rental rates for office space.
- (b) Has HECO attempted to renegotiate any existing leases for office space in 2008? If not, explain fully why not. If so, please identify, quantify and explain such efforts.
- (c) Does HECO plan on any existing leases for office space in 2009? If not, explain fully why not. If so, please identify, quantify and explain such efforts.

HECO Response:

- a. For the most part of 2008, HECO did not see much of a change in rental rates based on negotiations and proposals received. Attachment 1 of this response is the *Office Market Report, Honolulu, Year End 2008*, published by Colliers Monroe Friedlander (“CMF”).¹ Page 1 of the report confirms HECO’s experience in 2008. It states: “Full service gross rents have increased for the sixth consecutive year rising to \$2.84 per square foot per month (“psf/mo”) ...the average net rent [remained virtually unchanged] fell slightly from \$1.71 psf/mo to \$1.70 psf/mo.”

On page 3: “Colliers identifies 10% [vacancy rate] [as] the market equilibrium point, where landlord and tenants have equal negotiating power.”² Honolulu office vacancies are expected to continue to trend upward in 2009 and could potentially breach the 10% level by year-end 2009. However, CMF on page 5 states: “Our belief is that the [Hawaii] recession will subside by mid-year 2009 and we anticipate that the year-end vacancy forecast would fall within a range of 9.5% and 10.0%.” In this environment,

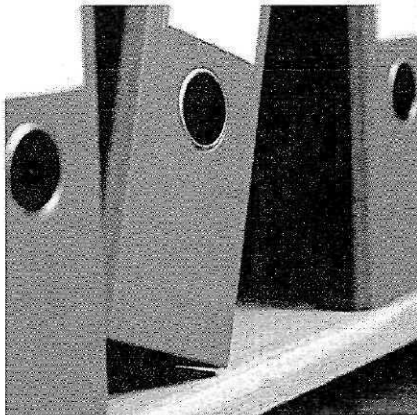
¹ Colliers Monroe Friedlander is a leading commercial real estate property management company in Hawaii.

² The CMF Office Market Report, on page 8, provides statistics by submarket. Due to the slow down in the tourism and construction industries, submarkets where tenants have more negotiation leverage than the landlords are the Waikiki area (13.48% vacancy rate) and the Airport/Mapunapuna area (11.85% vacancy rate).

landlord concessions such as tenant improvement allowances and free rent levels are anticipated to increase during 2009 (page 3 of the CMF report).

As noted in HECO's response to DOD-IR 124, the proposals HECO received did not reflect any meaningful reduction in rental rates. For these proposals, HECO may attempt to renegotiate for lower rates than what was previously offered. At this time, HECO is unable to quantify any potential reduction in rental rates or changes to HECO's 2009 test year rent expense estimate.

- b. HECO has not attempted to renegotiate any existing leases in 2008, except for the CPP 1201/1212 lease, which was renegotiated in early 2008 prior to the significant economic downturn. HECO is contractually obligated to its existing leases.
- c. Yes, the CPP 1425 lease needs to be renewed. Negotiations on this space is scheduled to begin in July 2009 and the expectation is to receive more favorable rates and/or landlord concessions than last year. However, at this time, HECO is unable to quantify any potential reduction in the rental rate of this lease.



COLLIERS MONROE FRIEDLANDER | YE2008

Office Market Report

HONOLULU | YEAR END 2008

"The adoption of conservative business practices for 2009 will likely impede office sector growth."

*-Sean Tadaki (S), CCIM,
Vice President, Office Division Manager*

MARKET INDICATORS

	YEAR END		
	2007	2008	2009
VACANCY	▼	▲	▲
NET ABSORPTION	▼	▼	▼
CONSTRUCTION	◄	▲	◄
RENTAL RATE	▲	▲	▼

OFFICE HIGHLIGHTS

YTD NET ABSORPTION: (139,509) SF

VACANCY RATES: 8.60%

AVERAGE FULL SERVICE ASKING RENT:
Islandwide: \$2.84 psf/mo
Class A: \$3.12 psf/mo
Class B: \$3.08 psf/mo
Class C: \$2.51 psf/mo

Office Sector Continues to Soften

The Honolulu office market posted its sixth consecutive quarter of negative net absorption resulting in a steady increase to the island's vacancy rate that has risen from a decade low of 6.5% in mid-2007 to 8.6% currently. Closely corresponding to this 18-month time period, Honolulu's unemployment rate rose from 1.8% for December 2006 to 3.8% for November 2008. More than 150,000 square feet of office space was vacated during the past two years as firms related to real estate, construction, tourism and retailing downsized or closed their offices.

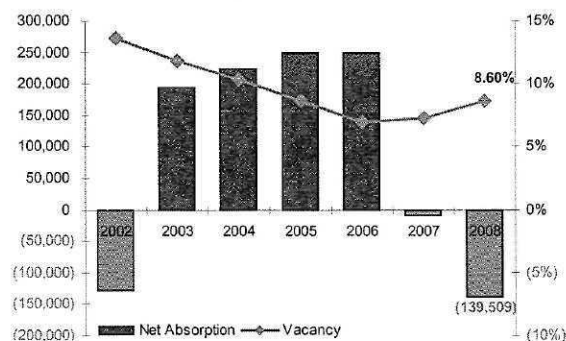
Full service gross rents have increased for the sixth consecutive year rising to \$2.84 per square foot per month ("psf/mo"). Despite this increase, the average net rent actually fell slightly from \$1.71

psf/mo to \$1.70 psf/mo. This indicates that although gross rents rose from last year, all of the rental rate growth over the past year was due to a jump in building operating expenses.

The events that lead to our current recession unfolded before our eyes as concern over the residential subprime situation snowballed into a major financial crisis affecting global markets. Acronyms such as CMBS (Collateralized Mortgage Backed Securities), CDO (Collateralized Debt Obligation), CDS (Credit Default Swap) and SIV (Structured Investment Vehicle) became avidly discussed, as financial firms priced debt by encapsulating various risk levels into tranches and securitized these levels. Nearly all major U.S. financial institutions were involved

in these programs. This unfounded belief that risk was minimized or controlled eventually bankrupted Wall Street giants like Bear Stearns, Lehman Brothers and Washington Mutual.

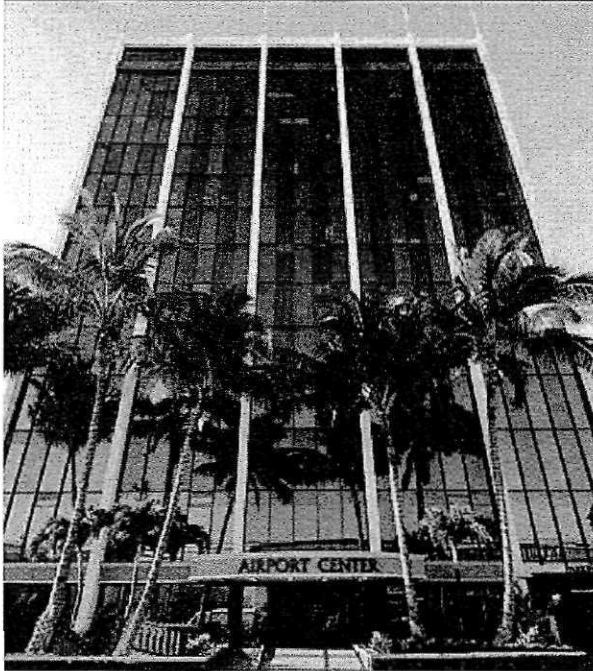
OAHU OFFICE NET ABSORPTION VS. VACANCY RATE



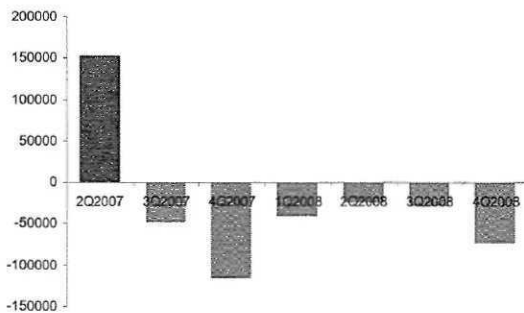
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COLLIERS MONROE FRIEDLANDER | OFFICE MARKET REPORT | YEAR END 2008

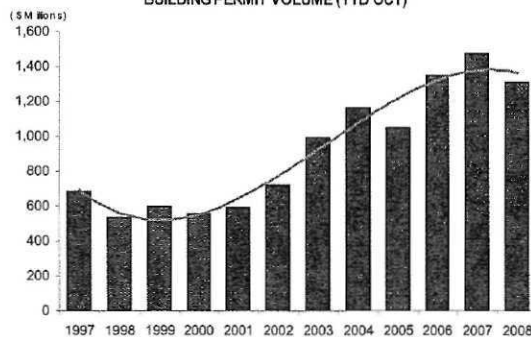


HONOLULU COUNTY OFFICE QUARTERLY NET ABSORPTION



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BUILDING PERMIT VOLUME (YTD OCT)



Source: DBEDT

In the credit crisis aftermath, the business environment is struggling to deal with the loss of available financing. From business expansion projects to corporate revolving credit, financiers have tightened their underwriting criteria and made it increasingly difficult for businesses to expand or even maintain available cash flow for day-to-day operations.

Increased scrutiny by regulators on real estate related loans all but limit real estate transaction activity to owner-user purchases and to only the most credit worthy investors. It is this lending environment that is impacting residential and commercial construction projects. Building permit volume has declined and the construction trades are reporting the benching of a number of their members. For Honolulu, numerous mortgage companies, title companies and construction firms have had to adjust their staffing levels downward as home sales have plummeted.

Just last year, more than 900,000 square feet of office projects were being planned for the fast-growing region of Kapolei. As the economy has changed and job growth stalled, only one small phase of Avalon Development's Kapolei Pacific Center project is still underway. Most believe the other projects will be shelved or sold.

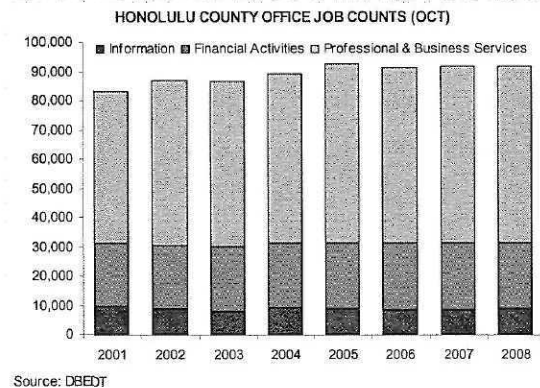
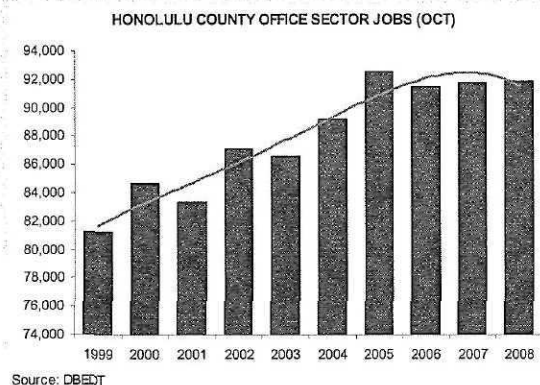
Coincidentally, while the Wall Street meltdown was unfolding, oil prices jumped to a record \$160 per barrel. At these levels, airline ticket prices more than doubled forcing many vacationers and conventioners to reconsider traveling to Hawaii. Air passenger arrival counts have fallen and Hawaii's resort markets have suffered. Luckily, oil prices recently stabilized, but the damage has been done. Knowing that the U.S. and Japan are amidst a recession, consumers are most likely to curtail their discretionary expenditures to preserve a "rainy day" fund. Hawaii air passenger arrival counts are anticipated to fall by 10% off of year-end 2007 levels.

The most vulnerable to a downturn in tourism is the Waikiki office market. Currently, Waikiki's vacancy rate at year-end 2008 is 13.48%, the highest on the island. Waikiki never recovered from the downturn that was experienced post September 11, 2001. Vacancy rates surpassed 18% in 2003. Since then, Waikiki's office market slowly gained occupancy over the past five years but anxiety still remains for 2009. Should the travel sector continue to face a global slump, office buildings in Waikiki will be impacted.

In October 2005, the Honolulu office employment sector hit a record 93,900 jobs. Since this time, office employment has fallen by about 900 jobs. This drop in jobs corresponds with the steady decline in occupancy among Honolulu office buildings. The Honolulu office sector is principally comprised of workers in the information technology, financial and professional service industries. It appears the pace of job loss is increasing with Honolulu losing roughly 1.4% of the office sector positions in the past six months.

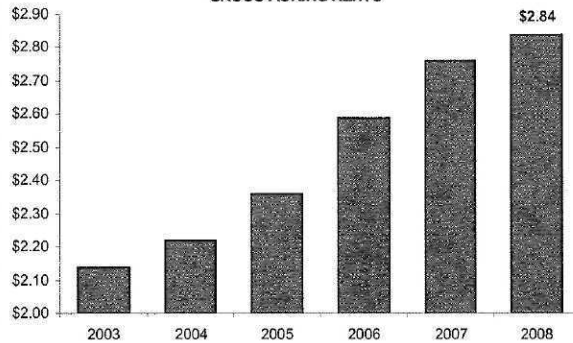
With electricity accounting for an average of 25% of a building operating expenses, volatile oil prices over the past year have pushed building operating expenses skyward. In combination with rising property values and an increase in service labor wages, concerns over inflation have ignited. For Class A buildings, operating expenses rose by 9%, for Class B buildings by 8% and for Class C buildings by 7%.

Colliers identifies 10% of the market equilibrium point, where landlord and tenants have equal negotiating power. As this point nears, there is an increase in discussions between landlord and listing agents that are focused on tenant retention and lease renewal percentages. Property management strategies and tenant relations have become more focused and targeted. Landlord concessions, which had been reduced to extremely low levels over the past few years, are reemerging in lease negotiations. Tenant improvement allowances and free rent levels are anticipated to increase during 2009.



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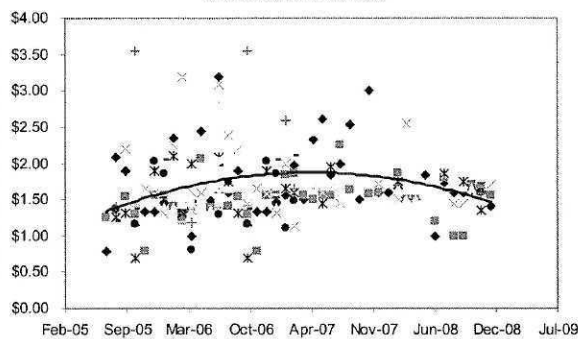
ISLAND-WIDE AVERAGE FULL SERVICE
GROSS ASKING RENTS



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The Colliers CBD NNN Office Lease Comparables Regression Analysis graph already shows a softening occurring among recently negotiated lease transactions for the Central Business District. The median NNN rent peaked at roughly \$1.80 psf/mo and has subsequently fallen to \$1.50 psf/mo. This decline in rents validates the decrease experienced with asking rents. CMFC anticipates the decline in asking rents to continue throughout 2009.

OFFICE CBN NNN LEASE COMPARABLES -
REGRESSION ANALYSIS



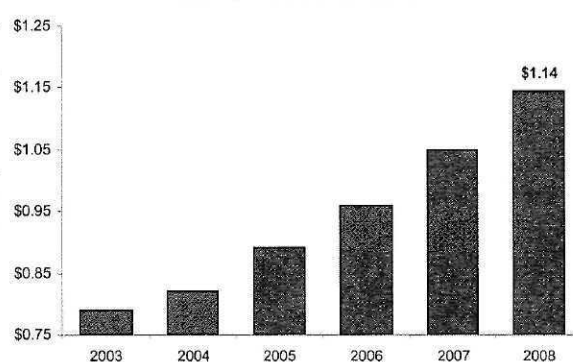
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Honolulu Office Downcast

There was a convergence of a number of external factors that contributed to the downturn to Hawaii's previously robust economy. The recession on the U.S. mainland combined with the global economic malaise bodes poorly for Hawaii which is reliant on the growth in discretionary income to fuel the travel sector.

Currently, businesses are full of apprehension and anxiety and thus, a quick rebound from the recession is not anticipated for the coming year. State economists project that 2009 will generate a further decline in personal incomes, fewer tourists and more job losses. These forecasts indicate that 2009 job losses would range from 0.20% to 1.4%. At this level, an estimated 184 to 1,287 office sector positions would be lost.

AVERAGE OPERATING EXPENSES



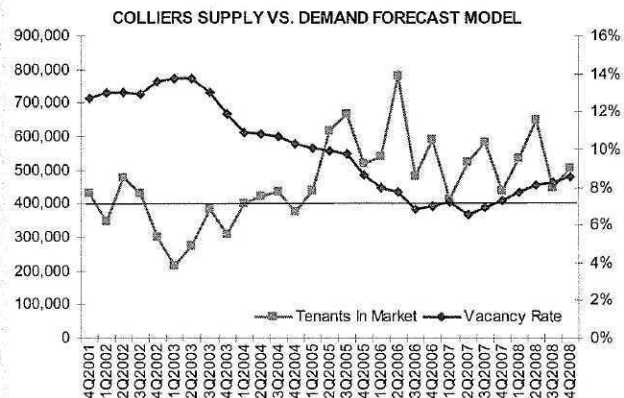
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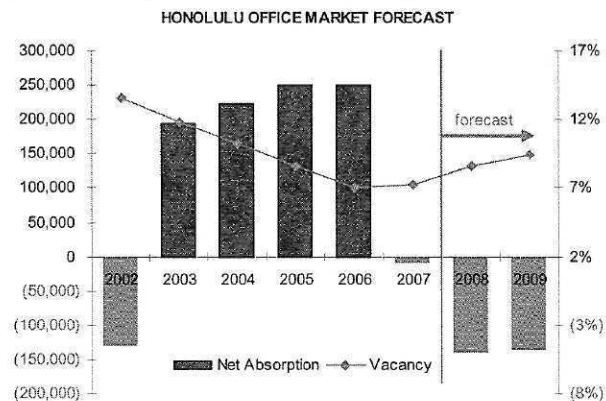


Corresponding to a projection of negative net absorption, the Colliers Office Supply and Demand Forecast model corroborates a decrease in tenant demand projected for 2009. Since mid-year 2007, office tenant demand has trended downward resulting in rising vacancy rates. For Honolulu's office sector, CMF Consulting projects that a negative net absorption will persist as continued job losses among construction, tourism and finance sectors will dampen office demand.

During the recession of 1991-1992 and 2001-2002, Honolulu's office market posted gains in vacancy rates of an additional 3.33 and 2.62 percentage points, respectively. Vacancy rates have already risen by 2.1 percentage points from mid-year 2007 to year-end 2008. At this pace, Honolulu's year-end 2009 vacancy rate could potentially breach the 10% level. Our belief is that the recession will subside by mid-year 2009 and we anticipate that the year-end vacancy forecast would fall within a range of 9.5% and 10.0%.

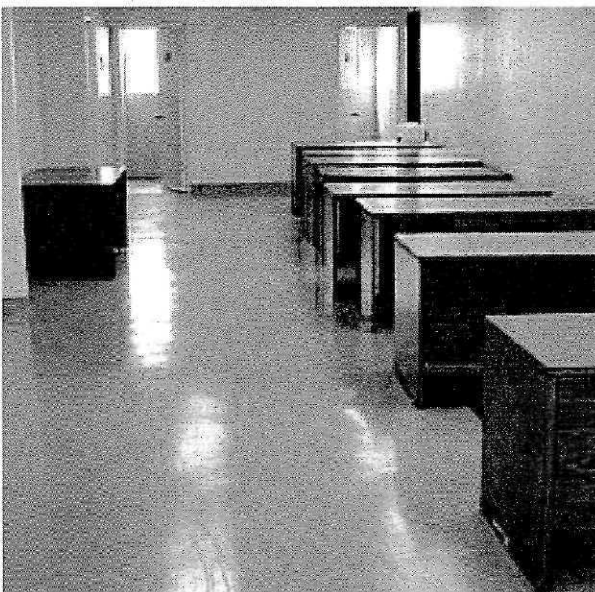
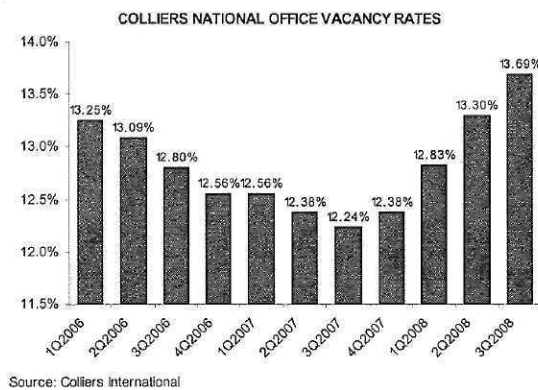
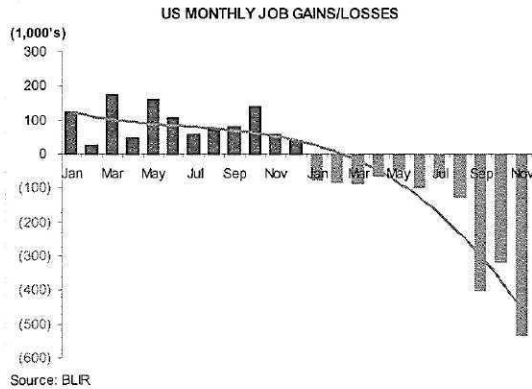


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COLLIERS MONROE FRIEDLANDER | OFFICE MARKET REPORT | YEAR END 2008



U.S. National Forecast Dims

The national economic forecast reflects the severe conditions that have resulted in 1.9 million jobs lost for the past eleven months with November 2008 figures identified as the largest one month drop in jobs in the past 34 years. By November 2008, more than 20,700 mass layoff events were announced (these are companies that lay off more than 50 employees) for the year. This resulted in 2.1 million initial claims of unemployment. The national unemployment rate increased to 6.7%, its highest level in over fifteen years. Jobs were lost across nearly all industry sectors with the greatest decreases incurred by the construction, financial services and manufacturing industries.

As job losses mount, consumer confidence was directly impacted. By October 2008, the consumer confidence index fell to 38.0, its lowest reading on record. Consumers expressed serious concerns about the economy. Retailers whose sales have already been impacted by curtailed consumer spending have started to notice a decline in retail prices.

Thousands of homes are anticipated to fall into foreclosure as adjustable rate mortgages reset. Additionally, as numerous debtors fail to pay their mortgages, banks and financial institutions are increasingly faced with the need to set aside reserves to cover losses.

Colliers International pegs the third quarter national office vacancy rate at 13.69%. Vacancy rates have risen for four consecutive quarters and are anticipated to continue to increase as job losses are forecasted for 2009. Drastic measures are being enacted with trillions of dollars being used to stimulate the flagging economy. Bailouts to financial institutions, insurance companies and automotive companies are being distributed with the hopes that the money will prevent bankruptcies and reverse the direction of the economy.

Operating Expenses on the Rise



JEFF SHINAGAWA (S)
Vice President, Property Management Division

As news of the economy worsens, landlords and tenants are now very concerned with rising costs and how it relates to building operating expenses. In 2008, the average budgeted operating expense rate was \$1.23 psf/mo (per square foot per month) for class A and B buildings. With the skyrocketing price of crude oil, the cost of electricity drove the average actual operating expenses to \$1.32 psf/mo and as a result,

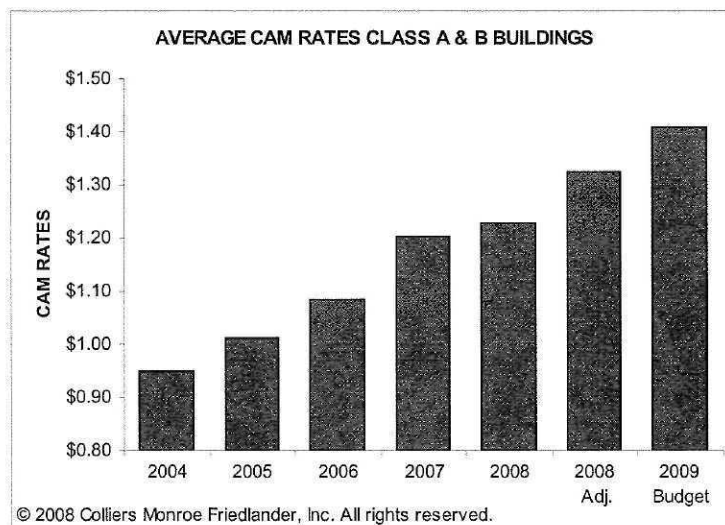
many buildings were forced to perform a mid-year operating expense adjustment. Compounding matters was a HECO interim rate increase in the 3rd quarter which held electricity bills at unexpected highs despite the significant drop in oil prices.

Historically, operating expenses are primarily driven by the cost of electricity and real property taxes (approximately 25% and 15%, respectively, of total operating expenses). Looking forward to 2009, HECO has applied for a 5.2% rate increase to help offset costs for their new Campbell Industrial Park

biodiesel plant. In addition, although the real property tax rate for the 2009-2010 tax year will remain the same at \$12.40 (per \$1000 of assessed value), initial tax assessments show that commercial properties can expect an increase of 4% to 8% in tax liability. Many smaller, service-oriented vendors will do their best to retain clientele by keeping cost stable, but despite these efforts expenses are anticipated to increase.

Recent surveys of class A and B office buildings in the Central Business District reveal that the average budgeted operating expense rate for 2009 is \$1.41 psf/mo. In the Kapiolani area, the average budgeted operating expense rate for class A and B buildings is \$1.40 psf/mo. This represents an increase of 6.55% from mid-2008 to 2009, and a staggering 14.6% increase from the average 2008 budgeted operating expenses.

As vacancy rates continue to creep upward, and tenants continue to look for the best economic situation for their businesses, the competition for tenants will increase and the rising operating expenses will force many owners to reduce their asking base rent. This will result in lower returns and expectations for asset performance.



COLLIERS MONROE FRIEDLANDER | OFFICE MARKET REPORT | YEAR END 2008

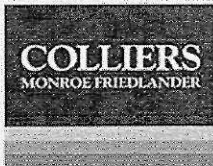


Office Market Statistics

Submarket	Number of Buildings	Total Square Feet	Vacant Space	Vacancy Rate	YTD Net Absorption	Low Average Asking Rent	High Average Asking Rent	Average Operating Expenses
Airport/Mapunapuna	5	766,894	90,853	11.85%	(13,904)	\$1.33	\$1.47	\$1.05
Central Business District	62	8,064,293	791,837	9.82%	(49,322)	\$1.47	\$1.61	\$1.18
East Oahu	14	431,548	25,123	5.82%	(13,275)	\$2.02	\$2.07	\$1.27
Kakaako/Kapiolani/King	39	3,366,768	189,540	5.63%	(16,327)	\$1.58	\$1.73	\$1.20
Kalihi/Iwilei/Kapalama	9	954,585	61,284	6.42%	(12,741)	\$1.37	\$1.53	\$0.85
Leeward Oahu	15	886,755	53,728	6.06%	(20,160)	\$2.07	\$2.31	\$1.05
Waikiki	10	947,276	127,715	13.48%	(20,160)	\$1.39	\$1.54	\$1.33
Windward Oahu	9	287,964	10,595	3.68%	(2,755)	\$1.58	\$1.67	\$0.82
Totals	163	15,706,083	1,350,675	8.60%	(139,509)	\$1.62	\$1.77	\$1.14

Building Class	Number of Buildings	Total Square Feet	Vacant Space	Vacancy Rate	YTD Net Absorption	Low Average Asking Rent	High Average Asking Rent	Average Operating Expenses
Class A	13	4,699,502	513,707	10.93%	(57,627)	\$1.70	\$1.85	\$1.34
Class B	78	8,131,006	514,549	6.33%	(37,403)	\$1.79	\$1.94	\$1.21
Class C	72	2,875,575	322,419	11.21%	(44,479)	\$1.43	\$1.56	\$1.02
Totals	163	15,706,083	1,350,675	8.60%	(139,509)	\$1.62	\$1.77	\$1.14

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Property Manager, Newtown Square

Tess Hirai (S)
Property Manager, Downtown Superblock

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All information contained herein comes from sources deemed reliable; however, we make no guarantees as to the accuracy or completeness of the data contained herein.

If you would like additional information, please contact mike@colliershawaii.com

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DOD-IR-126

Impact of economic and financial crisis.

- (a) Does HECO agree that there is an economic and financial crisis being experienced in the U.S. and throughout much of the world that is expected to affect 2009? If not, explain fully why not.
- (b) Does HECO have any information on what portion of its ratepayers are being adversely affected by the economic and financial crisis? If not, explain fully why not. If so, please provide the information that HECO has in this regard.
- (c) When HECO originally prepared its 2009 test year filing, was it anticipating that 2009 would be a relatively normal year in terms of economic conditions? If not, explain fully why not.
- (d) Does HECO agree that the developments of the past 3 to 4 months have resulted in many companies and individuals drastically changing their expectations for 2009? If not, explain fully why not.
- (e) Are there any discretionary or non-essential projected expenditures in HECO's original filing and update of the 2009 test year that could reasonably be curtailed or deferred into a future period when the economic and financial situation is not so dire? If not, explain fully why not. If so, please identify, quantify and explain any and all discretionary or non-essential projected expenditure in HECO's update of the 2009 test year that could reasonably be curtailed or deferred into a future period beyond the 2009 test year.

HECO Response:

- a. HECO agrees that there is a significant economic and financial downturn that is affecting Hawaii, the U.S., and much of the world.
- b. HECO has not conducted any specific study to determine "what portion of its ratepayers are being adversely affected" by current economic conditions. Utility customers, both residential and commercial, appear to be affected by macroeconomic conditions, and economic conditions affect electricity sales as customers adapt to changing conditions. The impact of economic conditions on test year sales is discussed broadly and in greater detail in HECO T-2 and in the Rate Case Update to HECO T-2.
- c. HECO's expectation of economic conditions in the test year is laid out in considerable detail in HECO T-2 and in the Rate Case Update to HECO T-2. Subsequent to the filing of

the Rate Case Update to HECO T-2, various economic forecasts have projected a further worsening of economic conditions in 2009. It is HECO's expectation that economic conditions in the test year will likely be worse than anticipated in the Rate Case Update.

- d. While it seems intuitively likely that some companies and individuals have changed their expectations for 2009, HECO cannot state with certainty what customers' expectations for economic conditions in 2009 are.
- e. See response to CA-IR-267(d).

DOD-IR-127

Wage and salary increase.

- (a) Are the projected 2009 wage and salary increases in HECO's updated filing for non-union employees, or any portion of those increases, in any way based upon expected inflation? If not, explain fully why not.
- (b) Are HECO's expectations of inflation in 2009 currently the same as when HECO originally prepared its 2009 test year filing? If not, explain fully why not, and identify how HECO's expectations of 2009 inflation have changed.

HECO Response:

- a. HECO uses survey data reflecting anticipated merit budget movements. While it is not possible to precisely forecast 2009 salary increase amounts industry-wide due to the normal compensation survey timing and data delays, the 4.0% merit increase budget was established based on early indications that 2009 merit budgets will be slightly higher than the 2008 average in HECO's target labor markets. In 2008, the average merit budget for exempt positions nationally was projected to be 3.86%. The 2008 average for utilities nationally was 3.58%.
- b. Please see the response to DOD-IR-130(e).

DOD-IR-128

How have expectations of general inflation, as measured by the Consumer Price Indicator or Implicit Price Deflator, changed since HECO originally prepared its 2009 test year filing through the present? Explain and provide a copy of information relied upon in your response.

HECO Response:

Please see the response to DOD-IR-130.

DOD-IR-129

General inflation adjustment. Did HECO update HECO-1708, its adjustment for general inflation? If not, explain fully why not. If so, please provide the updated adjustment that would replace HECO-1708 in Excel.

HECO Response:

HECO did not update its adjustment for general inflation. The November 10, 2008 issue of the Blue Chip Economic Indicators cites a forecast percent increase in CPI of 1.5% for 2009 over 2008. The latest University of Hawaii Economic Research Organization (UHERO) Quarterly Hawaii Forecast update, dated November 21, 2008, expects the 2009 Honolulu Consumer Price Index will reflect a 2.5% increase over 2008, down from the 2.9% it projected in the 3rd quarter report dated September 19, 2008. In light of November 10, 2008 Blue Chip and November 21, 2008 UHERO estimates, the 2.5% inflation adjustment used by HECO to increase expenses was still deemed reasonable. Also, in developing non-labor estimates, forecasters were instructed to use information available for their specific cost item. When specific prices, inflation rates, or cost indices were not available, a general inflation factor, based on an estimate of CPI, was to be used. Thus, as shown on HECO-1708, a relatively small portion of the Company's non-labor estimates were based on the general inflation factor.

DOD-IR-130

Refer to HECO T-17.

- (a) Please confirm that HECO used issues of Blue Chip Economic Indicators from 1/10/2008 and 5/10/2008, as stated on HECO T-17, pages 22-23, as its primary source for the 2009 Consumer Price Index which HECO used as its general inflation factor of 2.5% for 2009. If this is not the case, explain fully why not.
- (b) Please identify all sources HECO used for the 2.5% general inflation factor.
- (c) Please provide the most current two issues of Blue Chip Economic Indicators.
- (d) If any publications besides Blue Chip Economic Indicators were used by HECO for its 2.5% general inflation factor, please identify each such publication and provide the most current two issues of each such publication.
- (e) If the best current information shows that the Consumer Price Index is expected to be negative in 2009 (i.e., that deflation, rather than inflation, was expected) would HECO agree that its general inflation adjustment that increased 2009 test year expenses should be replaced with a general deflation adjustment to decrease such expenses? If not, explain fully why not.

HECO Response:

- a. Yes. HECO used issues of Blue Chip Economic Indicators from 1/10/2008 and 5/10/2008, as stated on HECO T-17, pages 22-23, as its only source for the 2009 Consumer Price Index which HECO used as its general inflation factor of 2.5% for 2009.
- b. HECO only used the Blue Chip Economic Indicators as its source for the 2009 Consumer Price Index.
- c. See Attachment 1 of this response for the two most current issues (12/10/2008 and 1/10/2009) of Blue Chip Economic Indicators.

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- d. Not applicable.

- e. The 12/10/2008 issue of the Blue Chip Economic Indicators projected the 2009 over 2008 annual growth in CPI as of December 2008 to be +0.6%. The 1/10/2009 issue of the Blue Chip Economic Indicators projected the 2009 over 2008 annual change in CPI as of January 2009 to be -0.4%. For test year purposes, any adjustment to the general inflation factor will need to be considered in the context of how other adjustments based on updated information will be treated in the test year. Also, in developing non-labor estimates, forecasters were instructed to use information available for their specific cost item. Thus, when specific prices, inflation rates, or cost indices were not available, a general inflation factor, based on an estimate of CPI, was used. As shown on HECO-1708, a relatively small portion of the Company's non-labor estimates were based on the general inflation factor.

DECEMBER 10, 2008 ■ BLUE CHIP ECONOMIC INDICATORS ■ 3

2009 Real GDP Consensus Forecast Plummets To -1.1%

DECEMBER 2008 Forecast For 2009 SOURCE:	Percent Change 2009 From 2008 (Year-Over-Year)										Average For 2009			Total Units-2009		2009- Net Exports (2000 \$)
	1 Real GDP (Chained) (2000 \$)	2 GDP Price Index	3 Nominal GDP (Cur. \$)	4 Consumer Price Index	5 Indust. Prod. (Total)	6 Dis. Pers. Income (2000 \$)	7 Personal Cons. Exp. (2000 \$)	8 Non-Res. Fix. Inv. (2000 \$)	9 Corp. Profits (Cur. \$)	10 Treas. Bills 3-mo.	11 Treas. Notes 10-Year	12 Unempl. Rate (Civ.)	13 Housing Starts (Mil.)	14 Auto & Light Truck Sales (Mil.)	15 Total (2000 \$)	
FedEx Corporation	0.2 H	2.1	2.3 H	2.4 H	-2.1	-0.3	0.1	-2.4	-5.3	1.4 H	4.0	7.6	0.81	12.2	-388.8 L	
Naroff Economic Advisors*	0.0	1.8	1.8	2.4 H	-1.9	1.9	0.2	-0.5	3.8	1.0	3.8	7.4	1.08 H	14.5 H	-333.0	
Barclays Capital	-0.2	2.5	2.3 H	0.4	-2.9	0.6	-0.3	-6.0	1.5	0.3	4.3	7.5	0.76	12.4	-348.0	
National City Corporation	-0.2	1.7	1.6	1.2	-2.7	3.2	0.8	-4.5	-0.4	0.8	3.5	7.5	0.90	13.1	-322.2	
Argus Research Corp.	-0.3	1.3	1.0	1.3	-1.6	0.9	0.5	-3.0	-4.0	0.8	3.2	7.4	0.67	11.8	-340.3	
Credit Suisse	-0.3	0.7	0.4	-0.5	-2.5	na	-0.5	-4.1	-1.4	na	3.9	7.4	na	na	-308.7	
Standard & Poors Corp.*	-0.5	2.2	1.7	-0.3	-3.2	3.0	0.3	-9.9	7.5	0.9	3.8	7.6	0.87	12.3	-276.3	
Action Economics	-0.6	2.8	2.2	0.6	-3.4	1.7	0.9	-9.0	1.7	1.2	4.0	7.8	0.78	10.9	-338.0	
UBS	-0.6	1.9	1.2	0.7	-4.6	1.0	-1.3	-6.2	na	0.6	3.7	7.5	0.78	na	-283.0	
Kellner Economic Advisers	-0.6	1.5	0.9	1.7	-2.5	0.5	-0.8	-6.0	-8.0	0.9	3.7	7.7	0.75	12.0	-300.0	
Mettrow Financial	-0.7	2.2	1.5	0.5	-3.6	3.6	-0.6	-7.6	3.2	0.7	3.2	7.9	0.76	11.1	-339.9	
Russell Investments	-0.7	2.0	1.7	2.4 H	-3.0	-1.0	-1.0	-6.3	-6.4	1.0	3.0	7.9	0.70	11.0	-250.0	
U.S. Chamber of Commerce	-0.7	1.9	1.2	1.6	-3.5	-1.5	-1.7	-2.5	-0.5	1.3	4.3	7.5	0.90	na	-355.9	
SOM Economics, Inc.	-0.7	1.7	0.9	0.7	-5.8	2.4	-0.4	-7.1	-9.5	0.5	3.3	8.3	0.85	11.6	-303.0	
Moody's Capital Markets	-0.7	1.0	0.3	0.6	-2.1	0.9	-0.7	-4.8	-3.6	1.0	3.2	7.4	0.79	13.0	-348.0	
Wells Capital Management	-0.8	2.9 H	2.1	1.2	-2.7	0.0	1.6 H	-4.1	-5.3	1.2	4.5 H	7.4	0.87	11.0	-382.8	
Econoclast	-0.8	1.9	1.1	1.0	-2.5	-0.5	-1.9	-6.5	-7.1	0.5	3.0	7.8	0.81	12.1	-265.0	
National Assn. of Realtors	-0.8	1.7	0.9	0.8	-3.3	1.6	-1.2	5.9 H	-2.0	0.9	3.7	7.7	0.73	12.6	-300.0	
RBS Greenwich Capital	-0.9	2.6	1.7	-0.9	-1.3 H	-0.2	-1.0	-8.3	-1.0	0.4	3.5	7.5	0.88	12.0	-314.0	
Inform - Univ. of Maryland	-0.9	-0.1	-0.9	0.8	-5.5	0.2	-1.0	-6.1	-7.9	0.7	3.8	7.5	0.75	11.4	-322.0	
General Motors Corporation	-1.0	2.4	1.4	1.2	-4.1	3.3	-1.0	-5.7	3.0	0.2	3.1	7.8	0.80	na	-336.7	
Ford Motor Company*	-1.0	2.1	0.9	1.4	-3.6	1.0	-1.4	-9.5	na	0.5	4.0	8.0	0.69	na	-274.4	
Wayne Hummer Investments LLC*	-1.0	1.9	0.9	1.5	-2.9	-0.7	-1.0	-7.0	-7.5	0.9	3.8	7.6	0.84	11.7	-314.0	
Nomura Securities	-1.0	1.7	0.7	0.0	-5.9	-0.6	-1.3	-7.1	9.9 H	0.9	3.7	8.0	0.78	11.5	-331.4	
Economist Intelligence Unit	-1.0	1.2	0.4	0.5	-4.5	0.6	-0.8	-10.9	na	0.3	2.7	7.7	0.90	10.0 L	-285.7	
Comerica Bank*	-1.1	0.0	-1.1	0.6	-4.2	-0.8	-1.9	-2.9	-3.3	0.4	3.5	7.7	0.89	13.4	-309.0	
RDQ Economics	-1.2	2.7	1.5	0.9	-3.8	-1.7	-2.2	-4.1	-12.2	0.3	3.9	7.6	0.85	10.5	-323.7	
Stanford Washington Research Group*	-1.2	2.0	0.8	0.0	-4.7	3.1	-1.4	-7.7	-2.5	0.7	2.7	8.0	0.87	11.4	-355.0	
J.P. Morgan Chase	-1.2	1.7	0.5	-0.3	-4.4	2.0	-1.1	-8.5	-12.5	na	na	8.0	0.73	11.7	-300.9	
J.W. Coons Advisors	-1.3	1.9	0.6	1.1	-4.2	0.4	-1.0	-9.9	-13.5	0.9	3.1	7.7	0.81	10.9	-322.0	
Conference Board*	-1.3	1.8	0.6	1.7	-4.3	1.3	-1.4	-2.8	-4.6	0.7	4.0	7.3 L	0.66	12.2	-306.6	
Georgia State University*	-1.3	1.8	0.4	0.6	-2.8	1.7	-1.1	-7.1	0.1	1.3	4.0	7.6	0.68	11.2	-211.1 H	
Bank of America*	-1.3	1.3	0.0	0.2	-4.1	-0.2	-1.7	-7.2	-16.0	0.7	3.7	7.8	0.89	11.6	-283.0	
Eaton Corporation	-1.3	1.1	-0.2	0.4	-6.0	0.6	-0.7	-8.5	-12.1	0.6	3.8	8.9 H	0.71	10.6	-237.9	
Swiss Re	-1.3	-1.4 L	-2.6 L	-0.6	-2.1	1.8	-1.3	-7.9	-1.0	0.3	2.7	7.9	0.83	11.2	-325.1	
National Assn. of Home Builders	-1.4	1.9	0.5	-0.2	-4.8	0.9	-1.5	-6.5	-4.5	0.2	3.0	7.7	0.69	11.2	-351.1	
Wachovia	-1.4	1.5	0.0	1.1	-4.7	-0.1	-1.0	-8.8	-21.0	0.2	3.1	7.8	0.63	11.0	-326.5	
ClearView Economics*	-1.5	2.1	0.6	1.6	-3.4	0.3	-1.6	-7.5	-10.4	0.3	3.2	7.7	0.85	12.6	-339.0	
Turning Points (Micrometrics)	-1.5	1.8	0.3	1.7	-2.8	-3.0 L	-3.2 L	-4.0	-8.5	1.0	3.9	7.6	0.72	11.2	-304.8	
Goldman Sachs & Co.	-1.6	2.2	0.5	0.0	-6.1	0.6	-1.7	-10.8	-26.8 L	0.3	3.2	8.5	0.76	10.4	-312.5	
UCLA Business Forecasting Proj.*	-1.6	1.7	0.2	-0.9	-4.1	2.9	-0.5	-12.2	1.1	0.9	3.4	7.9	0.73	11.7	-251.6	
Fannie Mae	-1.7	2.7	0.9	1.5	-6.5 L	2.3	-1.9	-9.9	-2.0	0.7	2.9	8.5	0.80	na	-312.1	
DuPont***	-1.7	1.4	-0.3	-1.0	-3.7	0.5	-0.8	-7.0	-8.0	1.1	3.3	7.3 L	0.83	12.2	-320.0	
Global Insight	-1.8	1.4	-0.3	-1.6 L	-5.5	3.6 H	-0.5	-13.4 L	-5.5	0.4	3.2	8.2	0.65	11.2	-284.3	
Morgan Stanley	-1.9	2.0	0.1	-0.3	-3.5	1.9	-0.8	-9.7	-23.3	0.5	2.8	8.5	0.70	10.2	-375.7	
BMO Capital Markets	-2.0	2.0	0.0	0.7	-3.8	-1.2	-3.1	-8.4	-9.0	0.0 L	1.4 L	8.1	0.70	11.6	-269.0	
Northern Trust Company	-2.0	0.3	-0.4	1.1	-2.3	na	-1.9	-8.7	na	0.4	2.8	7.9	0.75	10.5	-344.4	
Merrill Lynch Economics	-2.3 L	1.3	-1.0	-0.6	-6.1	0.8	-2.4	-7.4	na	na	na	7.7	0.62 L	11.4	-321.7	
2009 Consensus: December Avg.	-1.1	1.7	0.7	0.6	-3.7	0.9	-1.0	-6.7	-5.5	0.7	3.4	7.8	0.78	11.6	-313.5	
Top 10 Avg.	-0.3	2.5	1.8	1.9	-2.1	2.9	0.2	-2.0	2.9	1.1	4.1	8.3	0.91	12.8	-260.1	
Bottom 10 Avg.	-1.8	0.5	-0.7	-0.7	-5.7	-1.1	-2.2	-10.5	-15.7	0.2	2.7	7.4	0.67	10.6	-359.0	
November Avg.	-0.4	2.0	1.6	1.5	-2.5	0.8	-0.6	-5.2	-3.1	1.0	3.9	7.4	0.83	12.4	-310.1	
Number Of Forecasts Changed From A Month Ago:																
Down	46	38	46	45	45	20	45	45	38	41	37	0	37	39	28	
Same	2	5	2	2	2	4	3	2	2	2	4	2	8	3	3	
Up	0	5	0	1	1	21	0	1	3	2	5	46	2	0	17	
December Median	-1.0	1.8	0.7	0.7	-3.6	0.7	-1.0	-7.1	-4.6	0.7	3.5	7.7	0.78	11.6	-317.0	
December Diffusion Index	2 %	16 %	2 %	4 %	4 %	51 %	3 %	4 %	9 %	7 %	15 %	98 %	13 %	4 %	39 %	

*Former winner of annual Lawrence R. Klein Award for Blue Chip Forecast Accuracy. **Denotes two-time winner. ***Denotes three-time winner.

BASIC DATA SOURCES: ¹Gross Domestic Product (GDP), chained 2000\$, National Income and Product Accounts (NIPA), Bureau of Economic Analysis (BEA); ²GDP Chained Price Index, NIPA, BEA; ³GDP, current dollars, NIPA, BEA; ⁴Consumer Price Index-All Urban Consumers, Bureau of Labor Statistics (BLS); ⁵Total Industrial Production, Federal Reserve Board (FRB); ⁶Disposable Personal Income, 2000\$, NIPA, BEA; ⁷Personal Consumption Expenditures, 2000\$, NIPA, BEA; ⁸Non-residential Fixed Investment, 2000\$, NIPA, BEA; ⁹Corporate Profits Before Taxes, current dollars, with inventory valuation and capital consumption adjustments, NIPA, BEA; ¹⁰Treasury Bill Rate, 3-month, secondary market, bank discount basis, FRB; ¹¹Treasury note yield, 10-year, constant maturity basis, FRB; ¹²Unemployment Rate, civilian work force, BLS; ¹³Housing Starts, Bureau of Census; ¹⁴Total U.S. Auto and Light Truck Sales (includes imports), BEA; ¹⁵Net Exports of Goods and Services, 2000\$, NIPA, BEA.

2 ■ BLUE CHIP ECONOMIC INDICATORS ■ JANUARY 10, 2009

2009 Real GDP Consensus Forecast Falls To -1.6%

JANUARY 2008 Forecast For 2009 SOURCE:	Percent Change 2009 From 2008 (Year-Over-Year)									Average For 2009			- Total Units 2009 -		-2009- Net Exports (2000 \$)
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	
	Real GDP (Chained) (2000 \$)	GDP Price Index	Nominal GDP (Cur. \$)	Consumer Price Index	Indust. Prod. (Total)	Dis. Pers. Income (2000 \$)	Personal Cons. Exp. (2000 \$)	Non-Res. Fix. Inv. (2000 \$)	Corp. Profits (Cur. \$)	Treas. Bills 3-mo.	Treas. Notes 10-Year	Unempl. Rate (Civ.)	Housing Starts (Mil.)	Auto & Light Truck Sales (Mil.)	
FedEx Corporation	-0.2 H	1.7	1.5 H	0.6	-2.9	0.9	-0.3	-2.4 H	-5.5	0.5	3.0	7.6	0.69	12.1	-365.0
Societe Generale	-0.6	1.4	0.7	-1.0	-3.1	3.5	0.6 H	-3.8	-2.8	0.2	3.1	7.7	0.85	13.2	-441.0
Naroff Economic Advisors*	-0.6	1.3	0.6	1.1	0.5 H	1.8	-0.4	-2.9	-3.9	0.5	3.0	7.7	1.06 H	13.5	-350.0
SOM Economics, Inc.	-0.7	1.0	0.5	-1.1	-6.5	3.0	-0.5	-6.7	-9.7	0.4	2.7	8.4	0.80	11.6	-314.0
Bank of Tokyo-Mitsubishi UFG	-0.8	1.1	0.5	-1.8	-4.7	1.3	0.1	-6.0	-8.0	0.3	2.5	8.1	0.68	10.2	-344.2
RBS Greenwich Capital	-1.0	2.1	1.1	-0.7	-3.7	0.3	-0.9	-7.9	-2.0	0.4	2.9	7.6	0.83	11.5	-334.0
ClearView Economics*	-1.0	0.9	-0.1	0.0	-3.1	2.6	-1.5	-7.9	-10.4	0.4	2.7	7.6	0.81	11.7	-353.0
National City Bank	-1.1	1.6	0.5	-1.3	-5.1	3.3	-0.3	-13.0	-1.2	0.2	2.5	8.1	0.85	11.1	-337.1
Econoclast	-1.1	1.4	0.5	0.5	-4.2	-1.0	-1.0	-9.5	-18.0	0.2	3.0	8.0	0.70	11.2	-318.0
UBS	-1.2	1.8	0.6	0.4	-5.9	1.1	-1.8	-7.1	na	0.6	2.6	8.0	0.78	na	-301.0
Wayne Hummer Investments LLC*	-1.2	1.7	0.5	0.6	-3.3	0.7	-1.3	-7.3	-8.2	0.5	3.2	7.8	0.79	10.8	-306.0
Nomura Securities	-1.2	1.4	0.3	-1.5	-6.3	1.6	-1.1	-8.4	-2.3	1.0 H	2.9	8.3	0.81	11.7	-362.5
Turning Points (Micrometrics)	-1.2	1.1	-0.1	1.7 H	-4.3	-3.1 L	-3.2 L	-3.8	-11.9	0.2	3.2	7.8	0.66	9.4	-303.9
Inform - Univ. of Maryland	-1.2	0.2	-1.0	1.1	-5.1	1.1	-1.2	-6.3	-7.9	0.5	2.7	7.5	0.63	11.9	-321.0
Action Economics	-1.3	2.4	1.0	-0.4	-6.3	2.3	0.9	-7.3	-7.9	0.4	3.3	8.3	0.67	10.7	-392.0
Macroeconomic Advisers, LLC**	-1.3	1.6	0.3	-0.9	-5.0	2.5	-0.3	-7.6	-17.0	0.4	2.1	8.0	0.69	11.5	-382.7
Argus Research Corp.	-1.3	0.0	-1.3	-0.3	-3.3	1.2	-1.7	-3.5	-7.0	0.7	3.2	7.6	0.69	10.0	-340.4
Swiss Re	-1.3	-1.7 L	-2.9 L	-1.4	-4.1	1.6	-1.0	-8.9	-6.0	0.1	2.4	8.1	0.79	11.2	-322.8
U.S. Chamber of Commerce	-1.4	1.8	0.3	1.4	-3.7	-0.1	-2.7	-3.8	-6.0	0.8	3.7	7.7	0.80	na	-318.4
Mesirow Financial	-1.4	1.6	0.2	-0.9	-4.9	2.5	-0.4	-8.0	-11.9	0.3	2.0	8.0	0.60	11.1	-383.9
National Assn. of Realtors	-1.4	1.0	-0.4	-0.5	-5.0	2.7	-0.2	-7.7	-12.0	0.4	2.4	7.9	0.65	11.9	-396.0
Wells Capital Management	-1.5	2.9 H	1.4	1.2	-3.8	1.5	-0.6	-6.7	-6.1	0.4	2.6	7.4 L	0.71	10.4	-441.0
Ford Motor Company*	-1.5	1.2	-0.4	0.2	-4.3	0.8	-1.6	-11.8	na	0.5	4.0 H	8.6 H	0.55 L	na	-244.1 H
Moody's Capital Markets	-1.5	0.9	-0.6	-1.1	-4.3	0.6	-0.7	-9.8	-4.4	0.2	2.8	7.8	0.65	11.8	-360.0
Kellner Economic Advisers	-1.5	-0.8	-0.7	-0.5	-3.5	0.5	-1.2	-6.5	-5.0	0.2	2.0	8.0	0.70	11.5	-305.0
Goldman Sachs & Co.	-1.6	1.9	0.2	-1.0	-6.3	2.5	-1.4	-12.8	-26.7 L	0.4	3.0	8.4	0.76	10.4	-344.4
J.P. Morgan Chase	-1.6	1.6	0.0	-1.2	-6.5	1.4	-0.7	-9.1	-13.9	0.0 L	2.0	8.0	0.68	10.8	-405.0
Moody's Economy.com	-1.6	1.4	0.1	0.9	-1.8	0.1	-2.0	-7.0	-8.6	0.7	2.4	8.2	0.70	10.8	-350.6
Credit Suisse	-1.6	0.7	-0.9	-0.7	-5.5	na	-0.3	-5.8	-3.5	na	3.3	8.2	na	na	-452.6
Barclays Capital	-1.7	2.3	0.6	-0.5	-4.2	1.2	-0.9	-8.4	-3.1	0.1	2.6	8.0	0.58	11.6	-398.0
Fannie Mae	-1.7	1.9	0.3	-0.5	-5.3	2.1	-0.7	-9.4	-16.4	0.4	2.4	8.2	0.77	11.6	-373.9
Stanford Washington Research Group*	-1.7	1.5	-0.1	-0.9	-5.3	2.3	-0.7	-9.0	-18.7	0.4	2.1	8.2	0.70	11.4	-373.0
National Assn. of Home Builders	-1.7	1.5	-0.2	-0.8	-5.0	0.9	-1.5	-8.0	-7.5	0.3	2.5	8.2	0.65	11.2	-351.9
DuPont***	-1.7	1.4	-0.3	-1.0	-6.6	0.6	-0.8	-6.9	-8.0	0.4	2.8	7.9	0.80	11.4	-320.0
RDQ Economics	-1.8	2.3	0.4	-0.6	-4.9	-1.7	-2.0	-4.8	-12.2	0.3	3.0	7.7	0.85	10.5	-408.7
Russell Investments	-1.8	2.0	0.2	0.9	-4.5	-1.0	-0.8	-8.0	-5.0	0.2	2.5	8.2	0.68	na	-370.0
J.W. Coons Advisors	-1.8	1.9	0.1	1.1	-5.3	0.1	-1.1	-12.6	-13.4	0.6	2.6	7.8	0.78	10.2	-342.0
Bank of America*	-1.8	1.3	-0.5	-0.9	-4.9	0.8	-0.9	-9.1	-16.0	0.5	2.8	7.8	0.89	11.6	-407.0
Georgia State University*	-1.9	1.5	-0.6	-1.6	-6.0	3.2	-1.6	-9.3	-1.3	0.6	3.3	8.2	0.64	11.3	-267.4
Conference Board*	-1.9	1.4	-0.5	-1.5	-6.5	3.8 H	-1.0	-8.4	-15.7	0.4	3.2	8.0	0.71	10.9	-368.8
Standard & Poors Corp.*	-1.9	1.2	-0.7	-2.2	-6.3	3.6	-0.8	-12.7	-1.4	0.2	2.3	8.2	0.67	10.3	-312.8
Comerica Bank*	-1.9	-0.8	-2.7	-1.0	-4.2	0.1	-1.2	-3.0	-8.5	0.1	2.7	8.4	0.82	13.1	-309.0
Economist Intelligence Unit	-2.0	1.6	-0.5	-0.6	-8.2 L	0.8	-1.9	-10.9	na	0.1	2.4	7.9	0.90	10.0	-304.0
UCLA Business Forecasting Proj.*	-2.2	1.7	-0.4	-0.9	-5.3	2.8	-1.2	-12.4	1.1 H	0.3	2.9	8.5	0.72	11.5	-251.6
Wachovia	-2.2	1.3	-0.9	0.0	-6.6	-0.7	-1.3	-10.4	-24.0	0.2	3.1	7.9	0.63	10.9	-386.1
Eaton Corporation	-2.2	1.1	-1.2	0.7	-5.5	0.2	-0.3	-5.6	-10.7	0.3	2.7	8.0	0.63	10.7	-476.1 L
Morgan Stanley	-2.3	2.7	0.4	-0.9	-3.4	1.8	-0.6	-9.9	-19.8	0.4	3.3	8.5	0.60	10.2	-445.8
Daiwa Securities America	-2.3	1.6	-0.6	0.8	-3.5	1.5	-2.3	-4.8	-3.8	0.2	2.7	8.1	0.76	10.7	-438.0
Northern Trust Company	-2.3	1.6	-0.7	-1.1	-6.1	na	-1.7	-8.8	na	0.1	2.6	8.1	0.75	12.9	-378.2
BMO Capital Markets	-2.3	0.6	-1.6	-1.3	-4.5	0.3	-2.9	-11.3	-10.6	0.1	2.2	8.2	0.60	11.5	-296.0
Global Insight	-2.5	1.1	-1.4	-2.2 L	-7.6	3.3	-0.9	-15.1 L	-9.8	0.2	2.3	8.5	0.60	10.3	-316.5
Merrill Lynch Economics	-2.8 L	1.8	-1.1	-1.4	-6.8	1.0	-2.1	-7.9	na	0.1	1.6 L	7.8	0.56	11.1	-392.6
2009 Consensus: January Avg.	-1.6	1.3	-0.2	-0.4	-4.9	1.3	-1.1	-8.0	-9.2	0.3	2.7	8.0	0.72	11.2	-355.3
Top 10 Avg.	-0.8	2.2	0.8	1.1	-2.7	3.2	-0.2	-3.8	-2.0	0.6	3.4	8.4	0.87	12.4	-288.8
Bottom 10 Avg.	-2.3	0.1	-1.5	-1.6	-6.8	-0.7	-2.3	-12.3	-18.6	0.1	2.1	7.6	0.60	10.1	-431.3
December Avg.	-1.1	1.7	0.7	0.6	-3.7	0.9	-1.0	-6.7	-5.5	0.7	3.4	7.8	0.78	11.6	-313.5
Historical Data: 2005	2.9	3.3	6.3	3.4	3.3	1.4	3.0	7.2	17.6	3.2	4.3	5.1	2.07	16.9	-616.6
2006	2.8	3.2	6.1	3.2	2.2	3.5	3.0	7.5	15.2	4.7	4.8	4.6	1.80	16.5	-615.7
2007	2.0	2.7	4.8	2.8	1.7	2.8	2.8	4.9	-1.6	4.4	4.6	4.6	1.36	16.1	-546.5
December 2008 Consensus for: 2008	1.3	2.3	3.5	4.0	-1.3	1.1	0.3	2.3	-8.5	1.4	3.7	5.7	0.93	13.2	-382.6
The Bureau of Economic Analysis will release its initial estimate of Q4 2008 and full year 2008 GDP on Friday, January 30th															
Number Of Forecasts Changed From A Month Ago:															
Down	40	34	45	39	40	16	20	38	30	34	39	4	36	26	37
Same	10	13	6	10	6	9	10	7	11	10	9	11	12	15	8
Up	2	5	1	3	6	25	22	7	6	5	2	37	3	5	7
January Median	-1.6	1.5	-0.1	-0.7	-5.0	1.2	-1.0	-8.0	-8.0	0.4	2.7	8.0	0.70	11.2	-351.3
January Diffusion Index	13 %	22 %	8 %	15 %	17 %	59 %	52 %	20 %	24 %	20 %	13 %	82 %	18 %	27 %	21 %

*Former winner of annual Lawrence R. Klein Award for Blue Chip Forecast Accuracy. **Denotes two-time winner. ***Denotes three-time winner.

DOD-IR-131

General inflation adjustment. Does HECO or its affiliates have the December 2008 or January 2009 issue of Global Insight U.S. Economic Outlook? If not, explain fully why not. If so, please identify the projections for 2009 of the U.S. CPI for All Urban Consumers (CPI-U) in those publications and provide a copy of those issues.

HECO Response:

HECO does not have a subscription for Global Insight U.S. Economic Outlook nor does it have a copy of the December 2008 or January 2009 issue. HECO uses the Blue Chip Economic Indicators to base its general inflation factor, and given that a relatively small portion of the Company's non-labor estimates were based on the general inflation factor as shown on HECO-1708, the additional expense of obtaining additional forecasts of CPI would not be cost effective.

DOD-IR-132

HECO T-11 update, \$100,000 for consultant to study movement of U.S. corporations toward international financial reporting standards.

- a) Please identify, explain and provide a copy of all communications and directives that mandate HECO to incur this consulting cost in 2009.
- (b) Identify all fines, penalties and non-compliance costs that HECO would incur in 2009 if it scrapped the budget item for \$100,000 for a consultant to study movement of U.S. corporations toward international financial reporting standards.
- (c) Show in detail how the cost is allocated between HECO and its affiliates, including HEI, HELCO, MECO and other HEI subsidiaries.
- (d) Could the incurrence of this cost be reasonably deferred from 2009 and into some future period? If not, explain fully why not.

HECO Response:

- a. Please see HECO's response to CA-IR-342.
- b. As discussed in response to CA-IR-342, the Securities and Exchange Commission's ("SEC") proposed road map for phasing in mandatory International Financial Reporting Standards ("IFRS") proposes filings by U.S. public companies under IFRS beginning in reporting years ending on or after December 15, 2014. Assuming IFRS will be required, HECO will need to gather information under IFRS from 2012, as three-year comparative information will be required in reporting 2014 information. In order to be in a position to gather information for 2012 transactions under IFRS, HECO must begin a process for converting to IFRS. While no fines would be incurred in 2009, if HECO did not begin the process for converting to IFRS, and as a result, HECO were not able to comply with the SEC's requirements for reporting under IFRS when required, then HECO and its parent company, HEI, would be subject to the SEC enforcement action, which could include suspension of trading of its securities, criminal penalties and/or imprisonment. Based on the SEC's proposed road map, it would be prudent for the Company to begin the process

for converting to IFRS, such that it would be able to comply with the SEC's requirements when they become effective.

- c. See HECO's response to CA-IR-342.
- d. Based on the recent comments by the new chairman of the SEC, Mary Schapiro, regarding her concerns on the planned transition to IFRS, it is possible that the process for converting to IFRS may not begin in 2009. However, unless the concept of moving to IFRS is completely abandoned, HECO and HEI will need to begin the process, and the costs will be incurred during the period in which the rates from this proceeding will be in effect.

DOD-IR-133

HECO T-22 and T-23 updates.

- (a) Why wouldn't HECO's Purchased Power Adjustment clause provide for the recovery of the purchased power expenses of \$477,055,000 which appear in the HECO T-23 update Attachment 2, page 1 of 13, and on Attachment 3, page 1 of 13. Explain fully.
- (b) In its update, is HECO seeking to recover those purchased power expenses of \$477,055,000 in base rates as well as in Purchased Power Adjustment clause? If not, explain fully why not. If so, it would be in contrast to the explanation in HECO T-22 Update Page 2 of 4. Explain fully and in detail why these should be recovered in base rates, and how that would not produce a double recovery.

HECO Response:

- a. The total purchased power expense of \$477,055,000 consists of two components:

\$159,844,000 that HECO proposes to recover through a purchased power adjustment clause, and \$317,211,000 that HECO proposes to recover through base rates. The derivation of these components is illustrated in the T-22 update, Attachment 5, page 1, and is based on Section 30 of *The Energy Agreement among the State of Hawaii, Division of Consumer Advocacy of the Department of Commerce and Consumer Affairs, and the Hawaiian Electric Companies*, executed on October 20, 2008:

The Hawaiian Electric Companies will be allowed to pass through reasonably incurred purchased power contract costs, including all capacity, O&M and other non-energy payments approved by the Commission (including those acquired under the feed-in tariff) through a separate surcharge.

HECO's interpretation is that purchased power expenses for fuel, fuel additives, and energy payments to independent energy producers are expenses that would not be included in the purchased power adjustment (itemized and totaled in the T-22 update, Attachment 5, page 1, column D). As a result, the proposed purchased power adjustment clause alone will not recover the full \$477,055,000 in test year purchased power expense.

- b. No, as explained in the response to part a, HECO is not seeking to recover \$477 million in purchased power expense in base rates, nor is HECO seeking to recover \$477 million in purchased power expense in the proposed purchased power adjustment clause. In the HECO T-22 update, Attachment 1, page 36, HECO illustrates how a dollar-for-dollar reduction for the approximately \$175 million in revenues that are proposed to be recovered through the purchased power adjustment clause (column D) reduces the target revenue for the proposed rate schedule rate design (target revenue in column F; proposed rate schedule rate design shown in HECO T-22 update, Attachment 1, pages 10-15). The gross-up of purchased power expense to the \$175 million of purchased power adjustment clause revenues, and the allocation of these revenues by rate schedule, is provided in the HECO T-22 update, Attachment 5, page 2.